

REPUBLIC
OF
SOUTH AFRICA



REPUBLIEK
VAN
SUID-AFRIKA

Government Gazette Staatskoerant

Regulation Gazette

No. 5741

Regulasiekoerant

Vol. 373

PRETORIA, 19 JULY
JULIE 1996

No. 17334

GOVERNMENT NOTICE GOEWERMENTSKENNISGEWING

DEPARTMENT OF EDUCATION
DEPARTEMENT VAN ONDERWYS

No. R. 1207

19 July 1996

REGULATIONS REGARDING THE STAFFING OF RATIONALISED EDUCATION INSTITUTIONS

WHEREAS

- ▶ a proposal with regard to the interim post provisioning scales for education institutions was negotiated in the Education Labour Relations Council;
- ▶ the final offer of the State in this regard was agreed by the South African Democratic Teachers' Union (SADTU) but not by the affiliate members of the National Professional Teachers' Association of South Africa (NAPTOSA);
- ▶ I made the said final offer a last offer to the affiliate members of NAPTOSA in terms of section 12 (7) of the Education Labour Relations Act, 1993 (Act No. 146 of 1993);
- ▶ it is imperative to establish interim post provisioning scales for the establishments of education institutions in order to implement the educator:learner ratios agreed to in Resolution No. 4 of 1995 of the Education Labour Relations Council (ELRC) and subsequent resolutions as well as the ELRC Resolution No. 3 of 1996 about the redeployment of educators.

NOTING

- ▶ that in the agreement about interim post provisioning scales, signed by SADTU and presented as a last offer to the affiliates of NAPTOSA the following was included:
 - ▷ That the interim post provisioning scales published under these regulations may have to be augmented when agreement is reached on the following matters that were identified in ELRC Resolution No. 3 of 1996 for further investigation and negotiation before agreements are reached:
 - > Job descriptions for all educator posts.
 - > Criteria and underlying principles for the determination of post establishments of education institutions.
 - > The implementation of measures concerning the utilisation of the posts of Head of Department (post level 2) and the rank of Senior Teacher in the 1997/98 financial year.
 - ▷ The interim post provisioning scales in these regulations shall be augmented by interim post provisioning scales for colleges of education, technical colleges (those aspects not included), schools for learners with special education needs and pre-primary schools; interim post provisioning scales for 1997 for the Western Cape; and may be influenced by possible allowances for parallel medium schools, farm/small schools, comprehensive schools and schools with technical or agricultural study fields: all of which has to be negotiated in the ELRC.
 - ▷ The right-sizing of education is related to effecting equity in the funding of provincial education departments and that the way in which this process will proceed in following financial years may require that relevant aspects of these regulations may need to be augmented.

NOTHING FURTHER

- ▶ That the educator:learner ratios that were agreed upon in the ELRC are to be phased in within a maximum period of five years commencing on 1 April 1995; that the interim post provisioning scales are *inter alia* utilised as a mechanism for this phasing in, in order to establish equity in post provisioning in education institutions; and that after the phasing in period one set of norms should obtain.

THEREFORE

I, Sibusiso Mandlenkosi Emmanuel Bengu, in my capacity as the Minister of Education, hereby make regulations in terms of section 28, read with sections 1 (xiii), 4 (1), 5 (1) and 9 of the Educators' Employment Act, 1994, as set out in the Schedule.

S. M. E. BENGU

Minister of Education

SCHEDULE**INTERIM POST PROVISIONING SCALES FOR ESTABLISHMENTS IN EDUCATION INSTITUTIONS****DEFINITIONS**

1. In these regulations a word or expression shall have the meaning so assigned to it, unless the context otherwise indicates:

1.1 "educator:learner ratio" means the ratio between educators and enrolled learners as agreed to in Resolution 4 of 1995 and subsequent resolutions of the Education Labour Relations Council;

1.2 "enrolment" or "enrolled learners" means the number of full-time equivalent learners (as utilised in the statistics provided to the Department of Education) based on the enrolment on the second Tuesday in March for the interim post provisioning scales for 1 July 1996 and for the interim post provisioning scales for 1997, the number of full-time equivalent learners based on the latest available information (eg August 1996 for institutions for learners with special education needs) which may be adjusted by later information, eg the 10th school day of 1997 survey;

1.3 "less favourably staffed schools/colleges" means schools or colleges staffed at a level where there are less educators than should be provided in order to attain the relevant educator:learner ratio; and

1.4 "more favourably staffed schools/colleges" means schools/colleges at a level where there are more educators than should be provided in order to attain the relevant educator:learner ratio.

2. INTERIM WITHDRAWAL OF PARAGRAPH 4(F) OF RESOLUTION 5 OF 1995 OF THE ELRC

2.1 Notwithstanding the provisions of paragraph 4(f) of Resolution 5 of 1995 of the Education Labour Relations Council, interim post provisioning scales as prescribed in these regulations shall be applied until 31 December 1997.

2.2 References in resolutions of the Education Labour Relations Council subsequent to Resolution 5 of 1995 to a provincial chamber of the Council with regard to post provisioning scales, shall be regarded as a reference to these regulations for the period until 31 December 1997.

INTERIM POST PROVISIONING SCALES

3. Interim post provisioning scales shall be phased in from 1 July 1996 and from 1 January 1997 in each provincial education department as indicated in the following annexures:

ANNEXURE

PROVINCIAL EDUCATION DEPARTMENT

A	Eastern Cape
B	Free State
C	Gauteng
D	KwaZulu-Natal
E	Mpumalanga
F	Northern Cape
G	Northern Province
H	North West
I	Western Cape

4. These interim staff provisioning scales shall serve as a mechanism to provide posts in the period of phasing in educator:learner ratios. Each and every type of education institution shall not necessarily be allocated exactly the number of posts that are indicated in the Tables in Annexure A to I. One institution may be allocated more and another institution less posts as circumstances require. A provincial education department shall, however, strive to realise the above-mentioned numbers of posts on average in the department.

5. The provision of promotion posts shall be as indicated, once the enrolment figures in Tables 3 to 10 of Annexures A to I have been exceeded. The number of posts are limited to those indicated against a specific enrolment. The provision of Deputy Principal posts shall be as follows:

5.1 The first Deputy Principal post may be provided in the case of ordinary schools once an enrolment of 519 in the case of primary and 454 in the case of secondary schools has been exceeded.

5.2 When posts of Deputy Principals on post level 3 are being provided at some institutions where the post of Principal is also on post level 3, it does not affect the managerial position and responsibilities of the Principal as well as the obligation of the Deputy Principal to acknowledge this managerial position and responsibilities of the Principal.

6. In all cases the post provisioning figures in Tables 1 and 2 of Annexures A to I are rounded off to the nearest integer, except in cases where a different indication is given in the Annexures.
7. If, in Tables 1 and 2 of Annexure A to I, the ratio of a school/college falls between the ratios indicated in the tables for the current and subsequent years, the school/college retains its staffing situation at that stage according to the lower of the two figures in the table until it reaches in numbers and or time, a ratio indicated in the tables.
8. Schools and colleges may apply for posts according to their enrolment and the tables in Annexures A to I and provincial education departments shall consider the provision of the posts subject to the contents of paragraph 4 above. In the case of the more favourably staffed schools/colleges the figures in the tables shall not be utilised to create more posts than those that are indicated for the specific year.

ANNEXURE A**Provincial Department: Eastern Cape****Post provisioning expressed as educator:learner ratios****Table 1: Ordinary Schools**

Year	Less favourably staffed schools	More favourably staffed schools
	Primary schools	Secondary schools
1996		
1997	1:40	1:35

As farm schools, small schools and small parallel medium schools may have particular problems, additional teachers may be considered for them. It is accepted that the ratios of 35:1 and 40:1 for less favourably staffed schools may not be fully implemented by 1997. However such schools must have their staff backlog reduced as soon as possible.

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996		
1997	1:20	1:16

Allocation of Promotion Posts: Head of Department**Table 3: Less favourably staffed Primary Schools**

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Table 4: More favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol-ment	Posts	Enrol-ment	Posts
159	1	179	1
260	2	260	2
500	3	510	3

680	4	750	4
999	5	1099	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
174	1	174	1
279	2	279	2
554	3	554	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
120	1	150	1
210	2	240	2
380	3	410	3
599	4	630	4
788	5	818	5
850	6	880	6
999	7	1029	7
1110	8	1240	8
1220	9	1400	9

Allocation of promotion posts: Deputy Principal**Table 7: Less favourably staffed Primary schools**

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1		1
950	2	990	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
800	2	850	2

ANNEXURE B

Provincial Department: Free State

Post provisioning expressed as educator:learner ratios

Table 1(a): Ordinary Schools

Year	Less favourably staffed schools	More favourably staffed schools
	Primary schools	Secondary schools
1996	1:40	1:35
1997	1:40	1:35

Table 1(b): Intermediate Schools

Year	Less favourably staffed schools	More favourably staffed schools
	Primary Phase	Secondary Phase
1996	1:40	1:35
1997	1:40	1:35

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:26	1:16
1997	1:24	1:17

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Table 4: More favourably staffed schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
160	1	199	1
320	2	319	2
480	3	519	3
740	4	879	4
999	5	1199	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
174	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
160	1	174	1
250	2	279	2
400	3	454	3
680	4	769	4
900	5	1049	5
1040	6	1189	6
1160	7	1329	7
1280	8	1469	8
1400	9	1644	9

Allocation of promotion posts: Deputy Principal**Table 7: Less favourably staffed Primary schools**

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

ANNEXURE C

Provincial Department: Gauteng

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:40	1:35	1:30	1:25
1997	1:40	1:35	1:35	1:30

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:24,1	1:17
1997	1:20	1:17

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Table 4: More favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol-ment	Posts	Enrol-ment	Posts
159	1	199	1
279	2	319	2
479	3	519	3
839	4	879	4
1159	5	1199	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
174	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
139	1	174	1
174	2	279	2
419	3	454	3
734	4	769	4
1014	5	1049	5
1154	6	1189	6
1294	7	1329	7
1434	8	1469	8
1609	9	1644	9

Allocation of promotion posts: Deputy Principal**Table 7: Less favourably staffed Primary schools**

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

ANNEXURE D

Provincial Department: KwaZulu-Natal

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools	More favourably staffed schools
	Primary schools	Secondary schools
1996	1:46	1:40
1997	1:46	1:40

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:20	1:18
1997	1:20	1:18

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
149	1	149	1
500	2	319	2
1000	3	879	3
		1199	4

Table 4: More favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
149	2	149	1
500	3	319	2
1000	4	519	3
		879	4

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
149	1	149	1
200	2	200	2
600	3	454	3
1000	4	769	4
		1049	5

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
149	2	149	1
200	3	200	2
600	4	454	3
1000	5	769	4
		1049	5

Allocation of promotion posts: Deputy Principal**Table 7: Less favourably staffed Primary schools**

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

ANNEXURE E

Provincial Department: Mpumalanga

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:40	1:35	1:37	1:32
1997	1:40	1:35	1:38	1:33

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:20	1:16
1997	1:20	1:17

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Table 4: More favourably staffed schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol-ment	Posts	Enrol-ment	Posts
169	1	179	1
289	2	299	2
370	3	446	3
600	4	653	4
919	5	919	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
185	1	180	1
365	2	336	2
547	3	509	3
810	4	788	4
1133	5	1017	5
1336	6	1285	6
1378	7	1362	7
1570	8	1538	8
1644	9	1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
149	1	149	1
200	2	200	2
314	3	314	3
594	4	594	4
849	5	849	5
999	6	999	6
1120	7	1120	7
1200	8	1200	8
1440	9	1440	9

Allocation of promotion posts: Deputy Principal**Table 7: Less favourably staffed Primary schools**

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

The parties agree that LSEN schools are dealt with in terms of this agreement and subject to Resolution 9 of 1995 which implies that each pupil will be given a weighting to his/her specific disability.

ANNEXURE F

Provincial Department: Northern Cape

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably	staffed schools	More favourably	staffed schools
	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:40	1:35	1:33	1:28
1997	1:40	1:35	1:36	1:30

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:20	1:14
1997	1:20	1:18

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Table 4: More favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
179	1	186	1
288	2	296	2
460	3	470	3
804	4	824	4

1108	5	1132	5
------	---	------	---

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
74	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
150	1	160	1
202	2	223	2
319	3	349	3
593	4	631	4
837	5	883	5
941	6	995	6
987	7	1063	7
1117	8	1203	8
1221	9	1315	9

Allocation of promotion posts: Deputy Principal

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

ANNEXURE G

Provincial Department: Northern Province

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:45	1:40	1:33	1:28
1997	1:43	1:38	1:36	1:32

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:25	1:15
1997	1:23	1:17

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Table 4: More favourably staffed primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol-ment	Posts	Enrol-ment	Posts
179	1	179	1
288	2	288	2
460	3	460	3
804	4	804	4
1108	5	1108	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
174	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
129	1	129	1
207	2	207	2
319	3	319	3
593	4	593	4
837	5	837	5
941	6	941	6
987	7	987	7
1087	8	1087	8
1221	9	1221	9

Allocation of promotion posts: Deputy Principal**Table 7: Less favourably staffed Primary schools**

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
923	2	940	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

ANNEXURE H

Provincial Department: North West

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably	staffed schools	More favourably	staffed schools
	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:40	1:35	1:30	1:28
1997	1:40	1:35	1:34	1:30

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:20	1:16
1997	1:20	1:17

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Table 4: More favourably staffed schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
179	1	184	1
288	2	296	2
460	3	476	3
754	4	789	4
1008	5	1053	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
174	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
129	1	142	1
207	2	222	2
319	3	354	3
593	4	633	4
737	5	807	5
941	6	1011	6
987	7	1072	7
1077	8	1167	8
1221	9	1321	9

Allocation of promotion posts: Deputy Principal**Table 7: Less favourably staffed Primary schools**

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
1039	2	1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
519	1	519	1
883	2	947	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
909	2	909	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
454	1	454	1
603	2	671	2

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
1199	3	1199	3
879	4	879	4
819	3	819	3
319	2	319	2
199	1	199	1
199	1	199	1

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
179	1	179	1
237	2	237	2
647	3	647	3
761	4	761	4

ANNEXURE I

Provincial Department: Western Cape

Post provisioning expressed as educator:learner ratios

Tabel 1: Ordinary Schools

	Less favourably staffed schools	More favourably staffed schools
Year	Primary schools Secondary schools	Primary schools Secondary schools
1996	1:40 1:35	1:36 1:26
1997	1:40 1:35	1:37 1:28

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:20	1:16
1997	1:20	1:17

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Table 4: More favourably staffed primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrol- ment	Posts	Enrol- ment	Posts
179	1	184	1
287	2	295	2
647	3	665	3
791	4	813	4

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrolment	Posts	Enrolment	Posts
174	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	13290	7
1469	8	1469	8
1644	9	1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrolment	Posts	Enrolment	Posts
129	1	144	1
207	2	231	2
467	3	521	3
571	4	637	4
779	5	869	5
883	6	985	6
987	7	1101	7
1091	8	1217	8
1221	9	1362	9

Allocation of promotion posts: Deputy Principal**Table 7: Less favourably staffed Primary schools**

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrolment	Posts	Enrolment	Posts
719	1	519	1
1039	2	1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrolment	Posts	Enrolment	Posts
467	1	480	1
935	2	961	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrolment	Posts	Enrolment	Posts
629	1	454	1
909	2	909	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED			
1996		1997	
Enrolment	Posts	Enrolment	Posts
337	1	376	1
675	2	753	2

TRANSITIONAL MEASURES

1. All less favourably staffed schools in the Western Cape move immediately to the nationally agreed ratio in the first step.
2. Less favourably staffed schools which have a Std 10 class will be allocated one above-quota teacher for every 300 learners in the secondary school (Std 6-10). Such teachers will be allocated at enrolments of 300, 600, 900, etc., and with effect from 1 April 1996. Incumbents will be appointed in a temporary capacity and the continued existence of the posts will be re-negotiated annually. The creation of these posts is conditional upon the number of such posts not exceeding 150.
3. **Small Schools**
Such schools as come into or remain in existence are to be staffed at the relevant post levels according to the relevant staffing and post provisioning scales. Where a school does not qualify for a Head of Department according to the relevant scales, and at least 3

standard levels are taught in such school, one additional post level 1 will be created over and above the normal establishment.

4. Technical Schools and Schools with a Technical field of study

Such schools will be allocated one Head of Department additional to the standard scales. In addition, for every 26 learners in 1996 (and progressively to 35 learners in the year 2000) per standard subject group in the technical field, there will be an additional allocation of 0,1125 teachers.

The grading of Technical Schools will be as agreed upon in ELRC agreement of 19 June 1996 on residual issues.

5. Dual and Parallel Medium schools

Declared dual medium schools in which the minority language grouping constitutes at least 5% of the total enrolment, shall be entitled to one additional post at post level one, provided that they have not benefited from the quota in terms of the special dispensation of educator:learner ratios for small schools, technical schools or pre-primary schools.

Declared parallel medium schools shall be entitled to 0,66 of one additional post per standard for each standard in which the minority language group exceeds 35 learners (secondary schools) or 0,4 of one additional post per standard for each standard for which the minority language group exceeds 40 learners (primary schools).

Posts will be allocated to schools only in whole numbers, calculation being rounded off to the nearest whole integer in the final total.

6. The recommendations of the Technical Committee for Music in primary and secondary schools, are accepted with the following amendments/additions:

- (a) that the proposed MUSAT test be replaced by the Seashore's "Measures of Musical Talent Test" as an interim arrangement and that research be done to develop a test specific to the needs of South Africa's community/people;
- (b) that class music at primary school level be retained and promoted to:
 - * ensure that all pupils are given the opportunity to engage in musical activities
 - * enable educators to identify talented pupils at an early age
- (c) that high school class music should not be compulsory, but offered if a suitable staff member is available to teach class music;
- (d) that a maximum of 3 staff members should be provided for in the junior secondary phase and 2 staff members in the senior secondary phase;
- (e) that subject advisers and the organised teaching profession develop a blue-print for music education in primary, secondary and tertiary education so as to ensure that available funds will be spent optimally.

7. New Schools

Schools which were founded in 1995 or 1996 and which have not yet reached their full complement of standards, though they are moving towards such full complement with the authority of the Department, will be allocated teachers on the scale for schools with a more favourable staffing allocation up to but not including the year in which they reach their full complement of standards.

Example: A school which was founded in 1995, with a view to eventually accommodating learners in all five secondary standards, consists at present of stds 6, 7 and 8, and will move progressively with Departmental approval to include std 9 in 1997 and std 10 in 1998: such school may be allocated staff on the scales for more generously staffed schools in 1996 and 1997. A school which was founded in 1995 and immediately enrolled learners in all seven primary standards, on the other hand, will NOT qualify for special dispensation.

8. Duration of Interim Measures

These measures shall be revised and be negotiated about annually.

No. R. 1207

19 Julie 1996

**REGULASIES RAKENDE PERSONEELVOORSIENING AAN GERASIONALISEERDE
ONDERWYSINSTELLINGS****NADEMAAL**

- ▶ 'n voorstel vir die tussentydse postevoorsieningskale vir onderwysinstellings in die Raad vir Arbeidsbetrekkinge in die Onderwys beding is;
- ▶ daar tot die finale aanbod van die Staat in die verband ooreengekom is met die Suid-Afrikaanse Demokratiese Onderwysersunie (SADOU), maar nie die geaffilieerde lede van die Nasionale Professionele Onderwysersorganisasie van Suid-Afrika (NAPOSA) nie;
- ▶ ek genoemde finale aanbod kragtens artikel 12 (7) van die Wet op Arbeidsverhoudinge in die Onderwys, 1993 (Wet No. 146 van 1993), as die laaste aanbod aan die geaffilieerde lede van NAPOSA gemaak het;
- ▶ dit noodsaaklik is om tussentydse postevoorsieningskale vir die diensstate van onderwysinstellings in te stel ten einde die opvoeder:leerling verhoudings, waaroor in Resolusie No. 4 van 1995 van die Raad vir Arbeidsverhoudinge in die Onderwys (RAVO) ooreengekom is, daaropvolgende resolusies, asook Resolusie No. 3 van 1996 van die RAVO rakende die herontplooiing van opvoeders, in werking te stel.

MET KENNISNAME

- ▶ dat onderstaande ingesluit is in die ooreenkoms oor tussentydse postevoorsieningskale wat deur SADOU onderteken en as laaste aanbod aan die geaffilieerde lede van NAPOSA gemaak is:
 - ▷ Dat tot die tussentydse postevoorsieningskale wat ingevolge hierdie regulasies gepubliseer word, moontlik toegevoeg sal moet word wanneer daar ooreengekom word oor onderstaande aangeleenthede wat in Resolusie No. 3 van 1996 van die RAVO uitgesonder is vir verdere ondersoek en onderhandeling vóór ooreenkomste gesluit word:
 - > Werkbeskrywing vir alle opvoederposte.
 - > Kriteria vir en die beginsels wat die bepaling van diensstate van onderwys-instellings ten grondslag lê.
 - > Die toepassing van maatreëls betreffende die benutting van poste van Departementshoof (posvlak 2) en die rang van Senior Onderwyser in die 1997/98-boekjaar.
 - ▷ Dat tot die tussentydse postevoorsieningskale vervat in hierdie regulasies, tussentydse postevoorsieningskale vir onderwyskolleges, tegniese kolleges (dié aspekte wat nie ingesluit is nie), skole vir leerlinge met spesifieke opvoedkundige behoeftes en preprimêre skole, toegevoeg moet word asook tussentydse postevoorsieningskale vir 1997 vir die Wes-Kaap; en dat dit deur moontlike toelatings vir parallelmedium skole, plaas-/klein skole, komprehensiewe skole en skole met tegniese of landboustudierigtings, beïnvloed mag word, wat alles in die RAVO onderhandel moet word.
 - ▷ Dat die regskikking van die onderwys verband hou met die verwesenliking van gelykberegtiging betreffende die finansiering van provinsiale onderwysdepartemente en dat die wyse waarop hierdie proses in komende boekjare voortgesit sal word, toevoegings tot tersaaklike aspekte van hierdie regulasies mag noodsaak.

VOORTS MET KENNISNAME

- ▶ dat die opvoeder:leerling verhoudings, waaroor in die RAVO ooreengekom is, oor 'n tydperk van hoogstens vyf jaar vanaf 1 April 1995 ingefaseer moet word; dat die tussentydse postevoorsieningskale *onder meer* as meganisme vir gemelde infasering aangewend word ten einde gelykberegtiging ten opsigte van postevoorsiening in onderwysinstellings te bewerkstellig; en dat een stel norme ná afloop van die infaseringstydperk, behoort te staan;

DAAROM

vaardig ek, Sibusiso Mandlenkosi Emmanuel Bengu, in my hoedanigheid as die Minister van Onderwys, kragtens artikel 28, saamgelees met artikels 1 (xiii), 4 (1), 5 (1) en 9 van die Wet op die Indiensneming van Opvoeders, 1994, hiermee die regulasies in die Bylae uit.

S. M. E. BENGU**Minister van Onderwys**

BYLAE**TUSSENTYDSE POSTEVOORSIENINGSKALE VIR DIENSSTATE IN ONDERWYS-
INSTELLINGS****WOORDOMSKRYWINGS**

1. In hierdie regulasies het 'n woord of uitdrukking die betekenis wat daaraan geheg word, en tensy dit uit die samehang anders blyk, beteken :

1.1 "opvoeder:leerling verhouding" die verhouding tussen opvoeders en ingeskrewe leerlinge, waaroor in Resolusie 4 van 1995 en daaropvolgende resolusies van die Raad vir Arbeidsverhoudinge in die Onderwys, ooreengekom is;

1.2 "ingeskrewenes" of "ingeskrewe leerlinge" die aantal voltydse ekwivalente leerlinge (soos gebruik word om statistieke aan die Departement van Onderwys te verskaf) wat vir die tussentydse postevoorsiensingskale vir 1 Julie 1996 gegrond is op die inskrywings op die tweede Dinsdag in Maart en wat vir die postevoorsiensingskale vir 1997 die getal voltydse ekwivalente leerlinge gegrond op die jongste beskikbare inligting (bv. Augustus 1996 vir instellings vir leerlinge met spesiale opvoedkundige behoeftes), is, welke inligting as gevolg van latere inligting, bv. die opname op die tiende skooldag van 1997, mag verander;

1.3 "skole/kolleges met minder gunstige personeelvoorsiensing" skole of kolleges waarvan die personeelvoorsiensingsvlak laer is as wat dit moet wees om die toepaslike opvoeder:leerlingverhouding te bereik;

1.4 "skole/kolleges met meer gunstige personeelvoorsiensing" skole/kolleges waarvan die personeelvoorsiensingsvlak hoër is as wat dit moet wees om die toepaslike opvoeder:leerlingverhouding te bereik;

2. TUSSENTYDSE INTREKKING VAN PARAGRAAF 4(F) VAN RESOLUSIE 5 VAN 1995 VAN DIE RAVO

2.1 Ondanks die bepalings van paragraaf 4 (f) van Resolusie 5 van 1995 van die Raad vir Arbeidsverhoudinge in die Onderwys, geld die tussentydse postevoorsieningskale voorgeskryf in hierdie regulasies tot 31 Desember 1997.

2.1 Verwysings na 'n provinsiale kamer van die Raad vir Arbeidsverhoudinge in die Onderwys betreffende postevoorsieningskale in resolusies van die Raad volgende op Resolusie 5 van 1995, word vir die tydperk tot 31 Desember 1997 as 'n verwysing na hierdie regulasies beskou.

VOORLOPIGE POSTEVOORSIENINGSKALE

3. Tussentydse postevoorsieningskale word soos in onderstaande Bylaes uiteengesit, vanaf 1 Julie 1996 en vanaf 1 Januarie 1997 in elke provinsiale onderwysdepartement ingefaseer :

BYLAE PROVINSIALE ONDERWYSDEPARTEMENT

A	Oos-Kaap
B	Vrystaat
C	Gauteng
D	KwaZulu-Natal
E	Mpumalanga
F	Noord-Kaap
G	Noordelike Provinsie
H	Noordwes
I	Wes-Kaap

4. Hierdie tussentydse postevoorsieningskale dien as die meganisme wat aangewend moet word om poste te voorsien gedurende die tydperk wat opvoeder : leerling verhoudings ingefaseer word. Aan elke onderwysinstelling sal nie noodwendig die presiese getal poste toegestaan word wat in die tabelle in

Bylaes A tot I aangedui word nie. Aan een instelling kan, na gelang van behoefte, meer, en 'n ander minder poste toegeken word. 'n Provinsiale onderwysdepartement moet egter poog om die bogemelde getalle poste binne die departement op gemiddelde te verwesenlik.

5. Die voorsiening van bevorderingsposte word voorsien soos aangedui sodra die inskrywingsgetalle in tabelle 3 tot 10 van Bylaes A tot I oorskry word. Die getal poste is beperk tot dié wat langs 'n spesifieke inskrywingstal aangedui word. Adjunkhoofposte word soos volg voorsien :

- 5.1 'n Eerste Adjunkhoofpos mag, in die geval van gewone skole, voorsien word sodra die inskrywingstal van primêre skole 519 en dié van sekondêre skole 454, oorskry.

- 5.2 Waar Adjunkhoofposte op posvlak 3 voorsien word by instellings waar die posvlak van die Skoolhoof óók posvlak 3 is, word die bestuursposisie en verantwoordelikhede van die Skoolhoof, asook die onus wat op die Adjunkhoof rus om erkenning aan die bestuursposisie en verantwoordelikhede van die Skoolhoof te gee, nie aangetas nie.

6. In alle gevalle word die postevoorsieningsyfers in tabelle 1 en 2 van Bylaes A tot I tot die naaste heelgetal afgerond, behalwe waar die Bylaes anders aandui.
7. Indien die verhouding van 'n skool/kollege volgens tabelle 1 en 2 van Bylaes A tot I tussen die verhouding val wat vir die huidige en daaropvolgende jare op die tabelle aangedui word, moet die skool/kollege se diensstaat in daardie stadium ooreenstem met die laagste van die twee syfers in die tabel totdat daar óf in getalle óf ten opsigte van tyd voldoen word aan die verhoudings soos wat in die tabelle uiteengesit word.
8. Skole en kolleges mag ooreenkomstig hul inskrywingstal en die tabelle in Bylaes A tot I om poste aansoek doen en provinsiale onderwysdepartemente moet die voorsiening van poste onderworpe aan paragraaf 4 hierbo oorweeg. In die geval van skole/kolleges met meer voordelige personeelvoorsiening, moet die syfers in die tabelle nie gebruik word om meer poste te skep as dié wat vir die spesifieke jaar aangedui word nie.

BYLAE A

Provinsiale Departement: Oos-Kaap

Poste Voorsiening uitgedruk as Onderwyser:leerling verhouding

Tabel 1: Gewone Skole

	Skole met Personeel-	minder gunstige voorsiening	Skole met meer Personeel-	gunstige voorsiening
Jaar	Primêre Skole	Sekondêre Skole	Primêre Skole	Sekondêre Skole
1996				
1997	1:40	1:35	1:30	1:26

Omdat plaasskole, klein skole en klein parrallelmedium skole, bepaalde probleme mag hê, mag addisionele onderwysers vir hulle oorweeg word. Dit word aanvaar dat die verhouding van 35:1 en 40:1 vir skole met 'n minder gunstige personeelvoorsiening teen 1997 nie ten volle geïmplimenteer mag wees nie. Nogtans moet sodanige skole hulle agterstand in personeelvoorsiening so spoedig moontlik uitwis.

Tabel 2: Tegniiese Kolleges

Jaar	Kolleges met minder gunstige personeelvoorsiening	Kolleges met meer gunstige personeelvoorsiening
1996		
1997	1:20	1:16

Toekenning van Promosieposte : Departementshoof

Tabel 3: Primêre Skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
Inskry- wings	Poste	Inskry- wings	Poste
1996		1997	
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Tabel 4: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
159	1	179	1
260	2	260	2
500	3	510	3
680	4	750	4
999	5	1099	5

Tabel 5: Sekondêre en Gekombineerde skole met 'n minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wing	Poste	Inskry- wing	Poste
174	1	174	1
279	2	279	2
554	3	554	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Tabel 6: Sekondêre en Gekombineerde skole met 'n meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
120	1	150	1
210	2	240	2
380	3	410	3
599	4	630	4
788	5	818	5
850	6	880	6
999	7	1029	7
1110	8	1240	8
1220	9	1400	9

Toekenning van promosie poste: Adjunkhoof**Tabel 7: Primêre skole met 'n minder gunstige personeelvoorsiening**

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 8: Primêre skole met 'n meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
519	1		1
950	2	990	2

Tabel 9: Sekondêre en Gekombineerde Skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
454	1	454	1
909	2	909	2

Tabel 10: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
454	1	454	1
800	2	850	2

BYLAE B**Provinsiale Departement: Vrystaat****Poste voorsiening uitgedruk as onderwyser:leerling verhoudings****Tabel 1(a): Gewone Skole**

	Skole met Personeel-	minder gunstige voorsiening	Skole met meer Personeel-	gunstige voorsiening
Jaar	Primêre Skole	Sekondêre Skole	Primêre Skole	Sekondêre skole
1996	1:40	1:35	1:33	1:30
1997	1:40	1:35	1:35	1:31

Tabel 1(b): Intermediêre Skole

	Skole met Personeel-	minder gunstige voorsiening	Skole met meer personeel-	gunstige voorsiening
Jaar	Primêre Fase	Sekondêre Fase	Primêre Fase	Sekondêre Fase
1996	1:40	1:35	1:28	1:28
1997	1:40	1:35	1:30	1:30

Tabel 2: Tegniese Kolleges

Jaar	Kolleges met minder gunstige Personeelvoorsiening	Kolleges met meer gunstige Personeelvoorsiening
1996	1:26	1:16
1997	1:24	1:17

Toekenning van promosieposte: Departmentshoof**Tabel 3: Primêre Skole met minder gunstige personeelvoorsiening**

GETEAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Tabel 4: Skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
160	1	199	1
320	2	319	2
480	3	519	3
740	4	879	4
999	5	1199	5

Tabel 5: Sekondêre en Gekombineerde Skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
174	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Tabel 6: Sekondêre en Gekombineerde Skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
160	1	174	1
250	2	279	2
400	3	454	3
680	4	769	4
900	5	1049	5
1040	6	1189	6
1160	7	1329	7
1280	8	1469	8
1400	9	1644	9

Toekenning van promosieposte: Adjunkthoof**Tabel 7: Primêre skole met minder gunstige personeelvoorsiening**

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 8: Primêre Skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 9: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
454	1	454	1
909	2	909	2

Tabel 10: Sekondêre en Gekombineerde Skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
454	1	454	1
909	2	909	2

BYLAE C

Provinsiale Departement: Gauteng

Postevoorsiening uitgedruk as onderwyser:leerling verhoudings

Tabel 1: Gewone Skole

Jaar	Skole met personeel-	minder gunstige voorsiening	Skole met meer personeel-	gunstige voorsiening
	Primêre Skole	Sekondêre Skole	Primêre Skole	Sekondêre Skole
1996	1:40	1:35	1:30	1:25
1997	1:40	1:35	1:35	1:30

Tabel 2: Tegniiese Kolleges

Jaar	Kolleges met minder gunstige personeelvoorsiening	Kolleges met meer gunstige personeelvoorsiening
1996	1:24,1	1:17
1997	1:20	1:17

Toewysing van promosieposte: Departementshoof

Tabel 3: Primêre skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskrywings	Poste	Inskrywings	Poste
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Tabel 4: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
159	1	199	1
279	2	319	2
479	3	519	3
839	4	879	4
1159	5	1199	5

Tabel 5: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
174	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Tabel 6: Sekondêre en Gekombineerde Skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
139	1	174	1
174	2	279	2
419	3	454	3
734	4	769	4
1014	5	1049	5
1154	6	1189	6
1294	7	1329	7
1434	8	1469	8
1609	9	1644	9

Toewysing van promosieposte : Adjunkhoof**Tabel 7: Primêre skole met minder gunstige personeelvoorsiening**

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 8: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 9: Sekondêre en Gekombineerde Skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
454	1	454	1
909	2	909	2

Tabel 10: Sekondêre en Gekombineerde Skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
454	1	454	1
909	2	909	2

BYLAE D

Provinsiale Departement: KwaZulu-Natal

Postevoorsiening uitgedruk as onderwyser:leerling verhouding

Tabel 1: Gewone Skole

Jaar	Skole met personeel-	minder gunstige voorsiening	Skole met meer personeel-	gunstige voorsiening
	Primêre skole	Sekondêre skole	Primêre skole	Sekondêre skole
1996	1:46	1:40	1:35	1:29
1997	1:46	1:40	1:35	1:29

Tabel 2: Tegniese Kolleges

Jaar	Kolleges met minder gunstige personeelvoorsiening	Kolleges met meer gunstige personeelvoorsiening
1996	1:20	1:18
1997	1:20	1:18

Toewysing van promosieposte : Departementshoof

Tabel 3: Primêre skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
149	1	149	1
500	2	319	2
1000	3	879	3
		1199	4

Tabel 4: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
149	2	149	1
500	3	319	2
1000	4	519	3
		879	4

Tabel 5: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
149	1	149	1
200	2	200	2
600	3	454	3
1000	4	769	4
		1049	5

Tabel 6: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
149	2	149	1
200	3	200	2
600	4	454	3
1000	5	769	4
		1049	5

Toekenning van promosieposte : Adjunkhoof**Tabel 7: Primêre skole met minder gunstige personeelvoorsiening**

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 8: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 9: Sekondêre of Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
454	1	454	1
909	2	909	2

Tabel 10: Sekondêre of Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
454	1	454	1
909	2	909	2

BYLAE E

Provinsiale Departement: Mpumalanga

Poste voorsiening uitgedruk as Onderwyser:leerling verhouding

Tabel 1: Gewone Skole

Jaar	Skole met personeel-	minder gunstige voorsiening	Skole met meer personeel-	gunstige voorsiening
	Primêre skole	Sekondêre skole	Primêre skole	Sekondêre skole
1996	1:40	1:35	1:37	1:32
1997	1:40	1:35	1:38	1:33

Tabel 2: Tegniiese Kolleges

Jaar	Kolleges met minder gunstige personeelvoorsiening	Kolleges met meer gunstige personeelvoorsiening
1996	1:20	1:16
1997	1:20	1:17

Toewysing van promosieposte : Departementshoof

Tabel 3: Primêre skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Tabel 4: Skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskrywings	Poste	Inskrywings	Poste
169	1	179	1
289	2	299	2
370	3	446	3
600	4	653	4
919	5	919	5

Tabel 5: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskrywings	Poste	Inskrywings	Poste
185	1	180	1
365	2	336	2
547	3	509	3
810	4	788	4
1133	5	1017	5
1336	6	1285	6
1378	7	1362	7
1570	8	1538	8
1644	9	1644	9

Tabel 6: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskrywings	Poste	Inskrywings	Poste
149	1	149	1
200	2	200	2
314	3	314	3
594	4	594	4
849	5	849	5
999	6	999	6
1120	7	1120	7
1200	8	1200	8
1440	9	1440	9

Toewysing van promosieposte : Adjunkhoof**Tabel 7: Primêre skole met minder gunstige personeelvoorsiening**

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 8: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 9: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
454	1	454	1
909	2	909	2

Tabel 10: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
454	1	454	1
909	2	909	2

Die partye kom ooreen dat met LSEN-skole in terme van hierdie ooreenkoms gehandel word en onderworpe aan Resolusie 9 van 1995 wat impliseer dat aan elke leerling 'n gewig volgens sy/haar spesifieke gebrek toegeken word.

BYLAE F

Provinsiale Departement: **Noord Kaap**

Poste voorsiening uitgedruk as Onderwyser:leerling verhouding

Tabel 1: Gewone Skole

Jaar	Skole met personeel-	minder gunstige voorsiening	Skole met meer personeel-	gunstige voorsiening
	Primêre skole	Sekondêre skole	Primêre skole	Sekondêre skole
1996	1:40	1:35	1:33	1:28
1997	1:40	1:35	1:36	1:30

Tabel 2: Tegnieise Kolleges

Jaar	Kolleges met minder gunstige personeelvoorsiening	Kolleges met meer gunstige personeelvoorsiening
1996	1:20	1:14
1997	1:20	1:18

Toewysing van promosieposte : Departementshoof

Tabel 3: Primêre skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Tabel 4: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
179	1	186	1
288	2	296	2
460	3	470	3
804	4	824	4
1108	5	1132	5

Tabel 5: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
74	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Tabel 6: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
150	1	160	1
202	2	223	2
319	3	349	3
593	4	631	4
837	5	883	5
941	6	995	6
987	7	1063	7
1117	8	1203	8
1221	9	1315	9

Toewysing van promosieposte : Adjunkhoof**Tabel 7: Primêre skole met minder gunstige personeelvoorsiening**

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 8: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 9: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
454	1	454	1
909	2	909	2

Tabel 10: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
454	1	454	1
909	2	909	2

BYLAE G

Provinsiale Departement: Noordelike Provinsie

Poste voorsiening uitgedruk as onderwyser:leerling verhoudings

Tabel 1: Gewone Skole

	Skole met personeel-	minder gunstige voorsiening	Skole met meer personeel-	gunstige voorsiening
Jaar	Primêre skole	Sekondêre skole	Primêre skole	Sekondêre skole
1996	1:45	1:40	1:33	1:28
1997	1:43	1:38	1:36	1:32

Tabel 2: Tegniese Kolleges

Jaar	Kolleges met minder gunstige personeelvoorsiening	Kolleges met meer gunstige personeelvoorsiening
1996	1:25	1:15
1997	1:23	1:17

Toewysing van promosieposte : Departementshoof

Tabel 3: Primêre skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Tabel 4: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
179	1	179	1
288	2	288	2
460	3	460	3
804	4	804	4
1108	5	1108	5

Tabel 5: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
174	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Tabel 6: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
129	1	129	1
207	2	207	2
319	3	319	3
593	4	593	4
837	5	837	5
941	6	941	6
987	7	987	7
1087	8	1087	8
1221	9	1221	9

Toewysing van promosieposte : Adjunkhoof**Tabel 7: Primêre skole met minder gunstige personeelvoorsiening**

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 8: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
519	1	519	1
923	2	940	2

Tabel 9: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
454	1	454	1
909	2	909	2

Tabel 10: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
454	1	454	1
909	2	909	2

BYLAE H

Provinsiale Departement: Noordwes

Poste voorsiening uitgedruk as onderwyser:leerling verhouding

Tabel 1: Gewone Skole

Jaar	Skole met personeel-		minder gunstige voorsiening		Skole met meer personeel-		gunstige voorsiening	
	Primêre skole	Sekondêre skole	Primêre skole	Sekondêre skole	Primêre skole	Sekondêre skole	Primêre skole	Sekondêre skole
1996	1:40	1:35	1:30	1:28	1:30	1:28	1:30	1:28
1997	1:40	1:35	1:34	1:30	1:34	1:30	1:34	1:30

Tabel 2: Tegniese Kolleges

Jaar	Kolleges met minder gunstige personeelvoorsiening	Kolleges met meer gunstige personeelvoorsiening
1996	1:20	1:16
1997	1:20	1:17

Toewysing van promosieposte : Departementshoof

Tabel 3: Primêre skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Tabel 4: Skole met meer gunstige personeelvoorsiening

POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
179	1	184	1
288	2	296	2
460	3	476	3
754	4	789	4
1008	5	1053	5

Tabel 5: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
174	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	1329	7
1469	8	1469	8
1644	9	1644	9

Tabel 6: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
129	1	142	1
207	2	222	2
319	3	354	3
593	4	633	4
737	5	807	5
941	6	1011	6
987	7	1072	7
1077	8	1167	8
1221	9	1321	9

Toewysing van promosieposte : Adjunkhoof**Tabel 7: Primêre skole met minder gunstige personeelvoorsiening**

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
519	1	519	1
1039	2	1039	2

Tabel 8: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
519	1	519	1
883	2	947	2

Tabel 9: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
454	1	454	1
909	2	909	2

Tabel 10: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
454	1	454	1
603	2	671	2

BYLAE I

Provinsiale Departement: Wes Kaap

Poste voorsiening uitgedruk as onderwyser:leerling verhouding

Tabel 1: Gewone Skole

Jaar	Skole met personeel-	minder gunstige voorsiening	Skole met meer personeel-	gunstige voorsiening
	Primêre skole	Sekondêre skole	Primêre skole	Sekondêre skole
1996	1:40	1:35	1:36	1:26
1997	1:40	1:35	1:37	1:28

Tabel 2: Tegniiese Kolleges

Jaar	Kolleges met minder gunstige personeelvoorsiening	Kolleges met meer gunstige personeelvoorsiening
1996	1:20	1:16
1997	1:20	1:17

Toewysing van promosieposte : Departementshoof

Tabel 3: Primêre skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
199	1	199	1
319	2	319	2
519	3	519	3
879	4	879	4
1199	5	1199	5

Tabel 4: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
179	1	184	1
287	2	295	2
647	3	665	3
791	4	813	4
1079	5	1109	5

Tabel 5: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
174	1	174	1
279	2	279	2
454	3	454	3
769	4	769	4
1049	5	1049	5
1189	6	1189	6
1329	7	13290	7
1469	8	1469	8
1644	9	1644	9

Tabel 6: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry-wings	Poste	Inskry-wings	Poste
129	1	144	1
207	2	231	2
467	3	521	3
571	4	637	4
779	5	869	5
883	6	985	6
987	7	1101	7
1091	8	1217	8
1221	9	1362	9

Toewysing van promosieposte : Adjunkhoof**Tabel 7: Primêre skole met minder gunstige personeelvoorsiening**

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
719	1	519	1
1039	2	1039	2

Tabel 8: Primêre skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
467	1	480	1
935	2	961	2

Tabel 9: Sekondêre en Gekombineerde skole met minder gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
629	1	454	1
909	2	909	2

Tabel 10: Sekondêre en Gekombineerde skole met meer gunstige personeelvoorsiening

GETAL POSTE TOEGEKEN INDIEN INSKRYWINGS DIE AANGEDUIDE GETALLE OORSKRY			
1996		1997	
Inskry- wings	Poste	Inskry- wings	Poste
337	1	376	1
675	2	753	2

OORGANGSMAATREËLS

1. Alle skole met 'n minder gunstige personeelvoorsiening in die Wes-Kaap beweeg in die eerste stap onmiddellik na die nasionaal ooreengekome verhouding.
2. Aan skole met 'n minder gunstige personeelvoorsiening wat 'n St 10 klas het, sal een onderwyser vir elke 300 leerlinge bo die kwota toegeken word. Sodanige onderwysers sal met inskrywings van 300, 600, 900, ens. toegeken word met ingang van 1 April 1996. Posbekteërs sal in 'n tydelike hoedanigheid aangestel word en die voortgesette voortbestaan van die poste sal jaarliks heronderhandel word. Die skepping van hierdie poste is voorwaardelik ten opsigte van die totale getal poste wat nie 150 mag oorskry nie.
3. **Klein Skole**
Poste by sodanige skole wat ontstaan of bestaan moet gevul word volgens die betrokke posvlakke in ooreenstemming met die betrokke personeel- en postevoorsiening skale. Waar 'n skool nie kwalifiseer vir 'n departementshoof ooreenkomstig die betrokke skale nie, en ten minste 3 standaard vlakke onderrig word, word in sodanige skool een addisionele posvlak 1 pos geskep aanvullend tot die normale diensstaat.
4. **Tegniese skole en skole met 'n tegniese studierigting**
Aan sodanige skole sal een Departementshoof addisioneel tot die standaard skale toegeken word. Aanvullend, vir elke 26 leerlinge in 1996 (en progressief tot 35 leerlinge in die jaar 2000) per standaard vakgroep in die tegniese rigting, sal 'n addisionele 0,1125 onderwyser toegeken word. Die gradering van Tegniese skole sal wees soos ooreengekom in die RAVO-ooreenkoms van 19 Junie 1996, oor uitstaande aangeleenthede.
5. **Dubbel- en parrallelmedium skole**
Verklaarde dubbelmediumskole waar die minderheidstaalgroep ten minste 5% van die totale inskrywings uitmaak, sal geregtig wees op een addisionele pos op posvlak 1, op voorwaarde dat hulle nie bevoordeel is deur die kwota in terme van die spesiale bedeling vir onderwyser:leerling verhoudings vir klein skole, tegniese skole of pre-primêre skole nie. Verklaarde parrallelmediumskole sal geregtig wees op 0,66 van een addisionele pos per standaard vir elke standaard waar die minderheidstaalgroep 35 leerlinge (sekondêre skole) oorskry, of 0,4 van die addisionele pos per standaard vir elke standaard waar die minderheidstaalgroep 40 leerlinge (primêre skole) oorskry.

Poste sal aan skole toegeken word slegs in vol syfers, berekening afgerond tot die naaste heelgetal in die finale totaal.
6. Die aanbevelings van die Tegniese Komitee vir Musiek insake primêre en sekondêre skole, is aanvaar met die volgende wysigings/toevoegings:-
 - (a) dat die voorgestelde "MUSAT"-toets vervang word deur die "Seashore's 'measures of Musical Talent Test'" as 'n tussentydse maatreeël en dat navorsing gedoen word om 'n toets spesifiek vir die behoeftes van die Suid-Afrikaanse gemeenskap/mense te ontwikkel;
 - (b) dat klasmusiek op primêre skoolvlak behou en bevorder word om:
 - * te verseker dat alle leerlinge die geleentheid gebied word om by musiekaktiwiteite betrokke te raak;

* onderwysers in staat te stel om talentvolle leerlinge op 'n vroeë stadium te identifiseer;

- (c) dat hoërskoolklasmusiek nie verpligtend sal wees nie, maar aangebied word indien 'n geskikte personeellid beskikbaar is om klasmusiek te onderrig;
- (d) dat 'n maksimum van 3 personeellede voorsien behoort te word in die junior sekondêre fase en 2 personeellede in die senior sekondêre fase;
- (e) dat vakadviseurs en die georganiseerde onderwysprofessie 'n bloudruk vir musiekonderrig in primêre, sekondêre en tersiêre onderwys ontwikkel ten einde te verseker dat beskikbare fondse optimaal aangewend word.

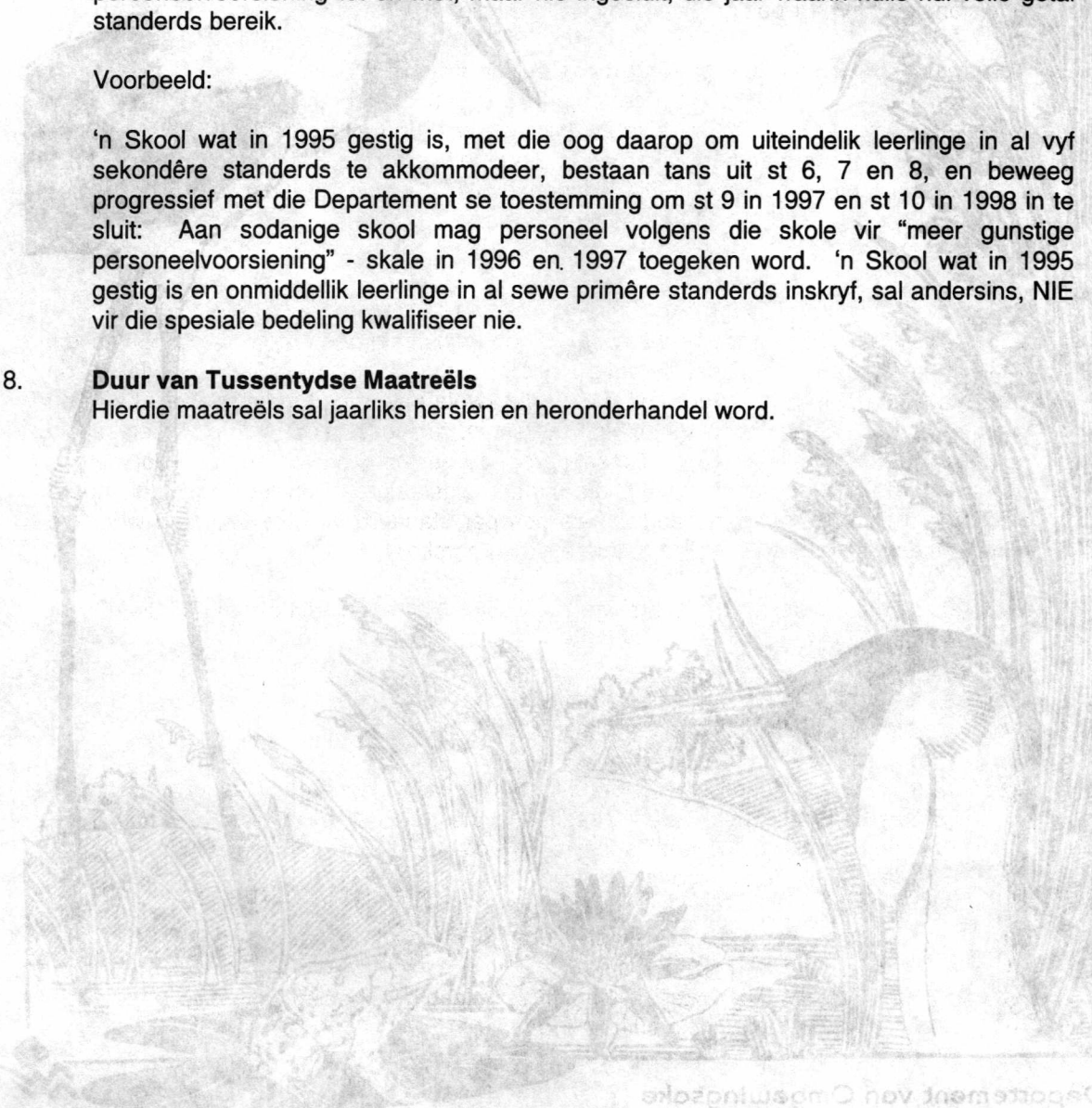
7. Skole wat in 1995 of 1996 gestig is en wat nog nie hulle vol getal standers bereik het nie, hoewel hulle na sodanige vol getal beweeg met die toestemming van die Departement, sal onderwysers aan toegeken word volgens die skale, vir skole met 'n meer gunstige personeelvoorsiening tot en met, maar nie ingesluit, die jaar waarin hulle hul volle getal standers bereik.

Voorbeeld:

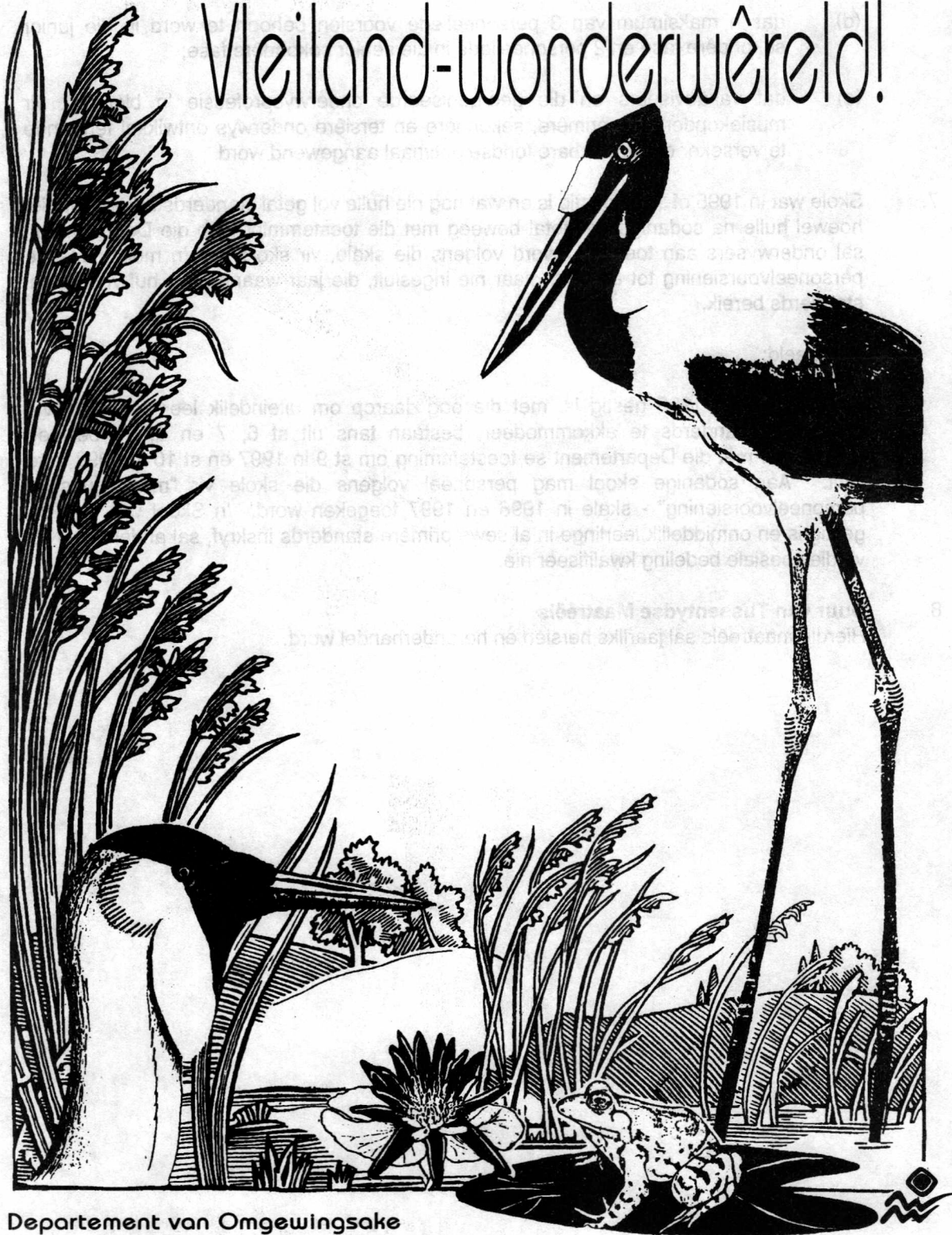
'n Skool wat in 1995 gestig is, met die oog daarop om uiteindelik leerlinge in al vyf sekondêre standers te akkommodeer, bestaan tans uit st 6, 7 en 8, en beweeg progressief met die Departement se toestemming om st 9 in 1997 en st 10 in 1998 in te sluit: Aan sodanige skool mag personeel volgens die skole vir "meer gunstige personeelvoorsiening" - skale in 1996 en 1997 toegeken word. 'n Skool wat in 1995 gestig is en onmiddellik leerlinge in al sewe primêre standers inskryf, sal andersins, NIE vir die spesiale bedeling kwalifiseer nie.

8. **Duur van Tussentydse Maatreëls**

Hierdie maatreëls sal jaarliks hersien en heronderhandel word.



Vleiland-wonderwêreld!



Departement van Omgewingsake

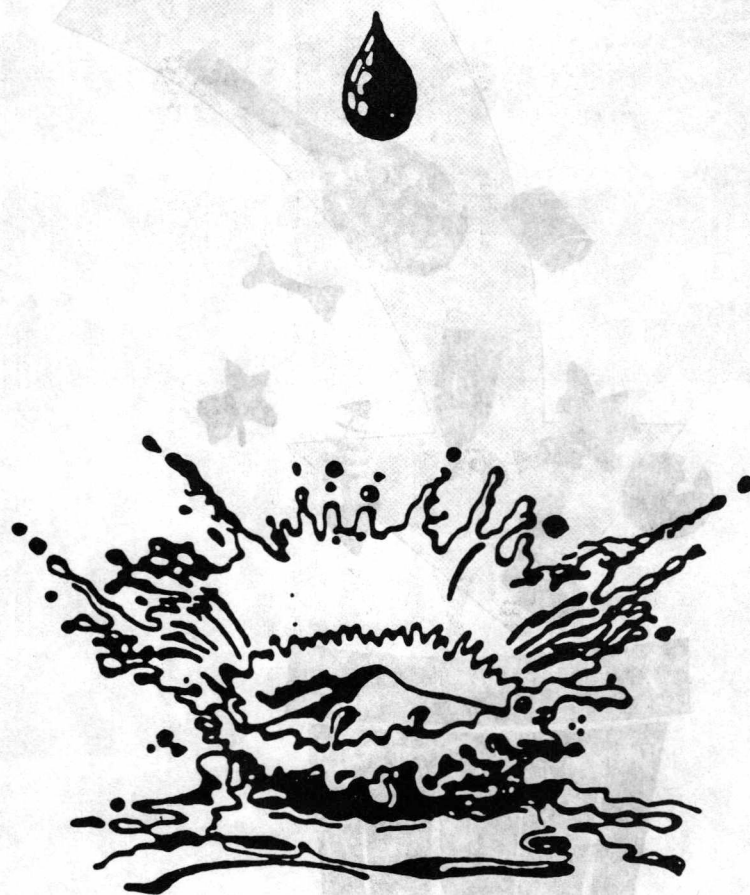
Hou Suid-Afrika Skoon



Gooi rommel waar dit hoort

Save a drop — and save a million

Water conservation is very important to the community and industry to ensure their survival. So save water!



Spaar 'n druppel — en vul die dam

Indien almal van ons besparingsbewus optree, besnoei ons nie slegs uitgawes nie maar wen ook ten opsigte van ons kosbare water- en elektrisiteitsvoorraad

WARNING

**Possession of
illegal weapons
could condemn
you to:**

**UP TO 25 YEARS IN JAIL,
COMMUNITY AND
FAMILY REJECTION**

**PLEASE
HAND IT IN**

For the sake of your community

CONTENTS**INHOUD**

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
GOVERNMENT NOTICE			GOEWERMENTSKENNISGEWING		
Education, Department of			Onderwys, Departement van		
<i>Government Notice</i>			<i>Goewermentskennisgewing</i>		
R. 1207 Education Labour Relations Act (146/1993): Regulations regarding the Staffing of Rationalized Education	1	17334	R. 1207 Wet op Arbeidsverhoudinge in die Onderwys (146/1993): Regulasies rakende Personeelvoorsiening aan Gerasionaliseerde Onderwysinstellings	35	17334