

07/2026

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2027 POSTEVOORSIENING

Geagte Skoolhoof,

Die 2027-postevoorsieningssertifikate is vrygestel, en die SAOU maak ernstig beswaar teen die wyse waarop die 2027-postevoorsiening bepaal is. Dit geld veral waar onakkurate data, onverklaarde verminderings in onderwysposte en teenstrydighede tussen leerdergetalle en toekennings geïdentifiseer is.

DIE SAOU SE STANDPUNT

Die SAOU is nie bereid om 'n herhaling van verlede jaar se probleme te aanvaar nie. Die nakoming van 'n administratiewe sperdatum maak die proses nie aanvaarbaar waar die data waarop postevoorsienings bepaal word, onakkuraat, onvolledig of verouderd is nie.

'n Spesiale taakspan is ná ernstige foute met die 2025-postevoorsiening ingestel, wat groot ontwrigting in die provinsie veroorsaak het. Die SAOU, 'n aktiewe en prominente lid van die CTU-ATU, het saam met ander vakbonde en die departement aan die taakspan deelgeneem. Die doel was om leerdergetalle en ander onderliggende data te verifieer en reg te stel, sodat die 2027-postevoorsiening op akkurate inligting kon berus en 'n herhaling van die vorige jaar se probleme voorkom kon word.

In die departement se finale 2027-postevoorsieningsverslag van 29 September 2026 verskyn die taakspan se aanbevole aanpassings egter langs die departement se finale toekennings. Die syfers toon duidelike en ernstige verskille tussen die taakspan se bevindinge en die departement se finale besluite.

Die SAOU maak sterk beswaar teen die departement se versuim om gevolg te gee aan die ooreengekome aanpassings. Dit laat ernstige vrae ontstaan oor die

2027 POST PROVISIONING

Dear Principal,

The 2027 post establishment certificates have been released, and the SAOU strongly objects to the manner in which the 2027 post provisioning has been determined, particularly where inaccurate data, unexplained reductions in educator posts and discrepancies between learner numbers and allocations have been identified.

THE SAOU'S POSITION

The SAOU is not prepared to accept a repetition of last year's problems. Meeting an administrative deadline does not make the process acceptable where the data used to determine post establishments is inaccurate, incomplete or outdated.

A special task team was established following serious errors in the 2025 post provisioning, which caused significant disruption across the province. The SAOU, as an active and prominent member of the CTU-ATU, participated in the task team alongside other unions and the Department. The purpose was to verify and correct learner numbers and other underlying data so that the 2027 post provisioning could be based on accurate information and a repetition of the previous year's problems could be avoided.

However, the Department's final 2027 Post Provisioning Report of 29 September 2026 sets out the task team's recommended adjustments alongside the Department's final allocations. The figures show clear and serious differences between the task team's findings and the Department's final decisions.

The SAOU strongly objects to the Department's failure to give effect to the agreed adjustments. This raises serious questions about the value attached to the joint task-team process and, more importantly, the consequences for schools that are losing substantial numbers of posts.

waarde wat aan die gesamentlike taakspanproses geheg is en, wat belangriker is, oor die gevolge vir skole wat aansienlike getalle poste verloor.

Foutiewe postevoorsienings raak direk skole se vermoë om te beplan, onderwysers aan te stel, vakatures te bestuur en hulpbronne toe te wys, met moontlik ernstige gevolge vir leerders. Artikel 28(2) van die Grondwet bepaal dat 'n kind se beste belang van deurslaggewende belang is in elke aangeleentheid wat die kind raak.

Die SAOU sal die departement verantwoordbaar hou vir besluite wat op onakkurate of ongeverifieerde inligting berus, en sal alle toepaslike weë volg om die belange van ons lede en die geraakte skole te beskerm.

Die SAOU se onmiddellike prioriteit is om lede by te staan met dringende appèlle teen hul 2027-postetoekenings. Die vakbond sal lede deur die appèlproses begelei en hul sake by die departement opvolg.

Terselfdertyd sal die SAOU 'n finale formele skrywe aan die departement rig waarin die vakbond regstelling van die betwiste data en 'n hersiening van die 2027-postevoorsiening sal eis. Die SAOU sal ook versoek dat die betwiste poste behoue bly totdat die data reggestel en die toekenings hersien is.

Indien die departement nie aan hierdie versoeke voldoen nie, sal die SAOU die hof nader om die besluit tersyde te laat stel en die 2026-postevoorsiening te herstel, sodat die betwiste poste behoue bly.

WAT SKOOLHOOFDE NOU MOET DOEN

Daar bestaan 'n formele proses om foutiewe toekenings te betwis. Elke geraakte skool moet sonder versuim optree.

1. Verifieer u sertifikaat

Vergelyk u 2027-sertifikaat met u 2026 Kwartaal 1-statistiek, uitgesonderd dubbele leerders. Kontroleer leerdergetalle, onderwyspostetoekenings en die onderliggende data vir teenstrydighede.

2. Dien 'n skriftelike appèl in

Indien die inligting of toekenning foutief of betwisbaar is, dien dadelik 'n skriftelike appèl by die departement in. Identifiseer die teenstrydigheid

Incorrect post establishments directly affect schools' ability to plan, appoint educators, manage vacancies and allocate resources, with potentially serious consequences for learners. Section 28(2) of the Constitution provides that a child's best interests are of paramount importance in every matter concerning the child.

The SAOU will hold the Department accountable for decisions based on inaccurate or unverified information and will pursue all appropriate avenues to protect the interests of our members and affected schools.

The SAOU's immediate priority is to assist members with urgent appeals against their 2027 post allocations. The union will guide members through the appeal process and follow up on their cases with the department.

At the same time, the SAOU will address a final formal letter to the department, demanding the rectification of the disputed data and a review of the 2027 post provision. The SAOU will also request that the disputed posts be retained until the data has been corrected and the allocations reviewed.

Should the department fail to comply with these requests, the SAOU will approach the court to have the decision set aside and the 2026 post provision reinstated, thereby ensuring the retention of the disputed posts.

WHAT PRINCIPALS MUST DO NOW

A formal process exists to challenge incorrect allocations. Every affected school must act without delay.

1. Verify your certificate

Compare your 2027 certificate with your 2026 Term 1 statistics, excluding duplicate learners. Check learner numbers, educator post allocations and the underlying data for discrepancies.

2. Submit a written appeal

If the information or allocation is incorrect or disputed, submit a written appeal to the Department immediately. Clearly identify the discrepancy, provide supporting evidence and state the correction required.

duidelik, lewer ondersteunende bewyse en dui aan watter regstelling vereis word.

3. Hou bewys

Behou die sertifikaat, ondersteunende statistiek, appèl, bewys van indiening en enige erkenning of antwoord van die departement.

4. Stuur 'n afskrif aan die SAOU

Stuur asseblief u appèl en ondersteunende dokumentasie aan die SAOU. Dit stel ons in staat om individuele gevalle op te volg en die omvang van die probleem oor die provinsie vas te stel. U individuele appèl tel. Elke behoorlik gedokumenteerde geval versterk die SAOU se ingryping by die departement en, waar nodig, die regsproses.

Ons doen 'n dringende beroep op elke skoolhoof om onmiddellik op te tree, elke teenstrydigheid te dokumenteer en enige foutiewe toekenning formeel te betwis.

3. Keep proof

Retain the certificate, supporting statistics, appeal, proof of submission and any acknowledgement or response from the Department.

4. Send the SAOU a copy

Please send your appeal and supporting documentation to the SAOU. This will enable us to follow up individual cases and establish the extent of the problem across the province. Your individual appeal matters. Every properly documented case strengthens the SAOU's intervention with the Department and, where necessary, the legal process.

We urge every principal to act immediately, document every discrepancy and formally challenge any incorrect allocation.

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