

CONDITIONS DETERIORATING

Best teachers retiring early

Leanne Jansen

BADLY behaved pupils and a lack of support from education officials and parents are driving teachers to early retirement and resignation, say teachers' unions.

The "discriminatory" way in which salaries are structured and the "administrative overload" only exacerbated matters.

In a written submission to the Presidential Remuneration Review Commission, a cluster of unions – including the National Teachers' Union, the SA Onderwysersunie, and the National Professional Teachers' Organisation of SA – have emphasised that "deteriorating" working conditions is one of the reasons an increasing number of teachers are prematurely leaving the profession.

Some of the concerns include a lack of support from education department officials and teachers' safety in the classroom. Last week Sadtu (South African Democratic Teachers' Union) expressed concern at the level of violence in schools and said teachers were often victims.

The commission, headed by former Chief Justice Sandile Ngcobo, has been appointed by President Jacob Zuma to look

into remuneration and the conditions of service for teachers and other public servants.

It has extended the deadline for written submissions to the end of this month.

The teacher pay system does not distinguish between poorly performing teachers and those who excel, nor provide incentives accordingly, making it unlikely that "high-ability, high-performing" individuals would be drawn to a teaching career, research by an education economist has argued. In a study released last year, research author Paula Armstrong, from the University of Stellenbosch, concluded that the more educated a teacher was, the less rosy a career in the classroom seemed.

Compared with less qualified and inexperienced workers, a teacher earned an "attractive" salary – but compared with other professionals their wage prospects were dire.

The presidential commission is set to investigate the recruitment, promotion and retention of teachers, as well as performance management, job evaluation and the sustainability of the teacher wage bill.

The submission of the cluster of unions known as the Combined Trade Union of Autonomous Unions (CTU-ATU), excludes the SA Democratic

Teachers' Union (Sadtu), and represents about 130 000 teachers.

The unions say in their submission that they want an end to the "discriminating practice" in the current salary structure of teachers, which sees only a 1% difference between notches per salary level.

For the rest of the public service, this is 1.5%.

The unions also make an argument for introducing performance-related pay and performance bonuses.

They suggest that a 1.5% increase be paid annually to teachers who perform to a "satisfactory level", 3% every three years to teachers for "good" performance, and 6% for "excellent" teachers, also every three years.

On top of that, the unions are calling for performance bonuses for those teachers deemed "good" or "excellent".

The CTU-ATU would also like to see it compulsory for teachers to have a certain amount of experience to be promoted.

Submissions to the commission should be e-mailed to prrc@govmail.gov.za, or delivered to the 6th floor of the SITA Building in Perseus Park, at 117 Priory Road, Lynnwood, Pretoria. See www.prrc.gov.za for more information.



IN THE PINK

With a slew of events celebrating Women's Day yesterday and politicians and civil society calling for a halt to violence, sexual harassment and discrimination against women in South Africa, Aubrey Mangena spent the day bonding with her 2-year-old twins, Precious and Praisey. The loving family were spotted after they attended a church service in Durban. ▶▶7

PICTURE: SHELLEY KJONSTAD

SCANS

SA father mourned

CONDOLENCES have poured in on social media for a South African father of four who was among 12 killed in an attack on a hotel in Mali on Friday.

Roelof Janse van Rensburg, 38, of Pretoria, died when gunmen stormed the building and opened fire on a group that included three South Africans.

His two colleagues were unharmed.

Van Rensburg worked for an aviation company and was on a peace-keeping mission. – Mercury Correspondent

Fire in Cape hotel

NINE people including three children were treated for smoke inhalation after a fire broke out at the African Pride Crystal Towers Hotel in Cape Town, yesterday.

Four adults were admitted to hospital. A firefighter was injured when a section of ceiling fell on him. – Mercury Correspondent and ANA

Tow-truck driver killed

A TOW-TRUCKER was killed in an accident on the R64 (Old Kimberley Road) in Bloemfontein yesterday morning, paramedics said.

The man, 50, had been standing on the median loading a vehicle on to a flatbed truck when a car veered off the road and slammed into him. – Mercury Correspondent

Goalie due in court

KAIZER Chiefs goalkeeper Nhlamhla Brilliant Khuzwayo is due to appear in the Umlhali Magistrate's Court tomorrow after he was caught speeding on the N2 on Friday evening. Traffic authorities said Khuzwayo was clocked driving at 166km/h near Ballito. He was arrested and released on R2 000 bail. – ANA

Robbers die in crash

FIVE people who died in a car crash on Friday night had been housebreaking suspects attempting to avoid arrest after a break-in at Tongaat.

SAPS spokesman Colonel Jay Naicker said officers had spotted the getaway vehicle which had sped off and overturned on the Watson Highway. – ANA

Mayor faces charge

THE DA has laid charges against the mayor of the Merafong City municipality on the West Rand.

The charges were for contravening the National Water Act, by exposing Merafong's residents to contaminated drinking water, DA Gauteng MPL Ina Cilliers said. – ANA

LOTTO WINNING NUMBERS
12 17 22 29 37 48 + 40
NUMBERS PROVISIONAL, SUBJECT TO CONFIRMATION

LOTTO WINNING NUMBERS
14 21 27 39 44 46 + 7
NUMBERS PROVISIONAL, SUBJECT TO CONFIRMATION

Kwaito star dies after long illness

Spelele Ngubane

THE entertainment industry suffered another blow this weekend with the death of Big NUZ singer Sibusiso "R Mashe-sha" Khomo, who had been ill for a long time.

The kwaito star from Umlazi died on the eve of the release of the group's new album, *For The Fans*, in which he also sang.

Afrotainment owner Mthokozisi "DJ Tira" Khathi, said Khomo had been admitted for an operation at a St Augustine's Hospital in Durban on

Friday and there had been complications after the procedure.

Isolezwe, The Mercury's sister paper, spoke to Khomo's mother at their home in Umlazi. Constance Khomo said she had hoped that her son would recover.

She said the illness started in 2012 but his health then improved.

"Doctors had told him about an operation that he had to do but he was scared to do it. This thing that has been troubling

him would block his chest and he would even struggle to swallow saliva. He would not even eat," she said.

His fans noticed his loss of weight and kept questioning his health. Khomo's illness had kept him from performing at many of Big NUZ's events.

The province is still mourning the recent passing of Soul Brothers lead singer David Masondo from Hammarsdale, and

renowned maskandi star Mshengiseni "Ndidane" Gwensa, from Msinga. Both died last month.

Big NUZ's big break was in 2007 after releasing their first single, *Uyoysholo Wena*.

The group have scooped numerous awards, including Album of the Year at the 2010 Sama awards.

The group's name, Big NUZ, was derived from their vision to take kwaito across Africa and globally and "NUZ" are letters that appear on the registration plate of vehicles registered in Umlazi.



KHOMO

Jailed for life for his vile deeds

Sharika Regchand

SERIAL rapist Faizel Sayed of Pietermaritzburg, who has been convicted on multiple charges including one of murder and 18 of rape, will spend the rest of his life in jail after failing to have his convictions and six life sentences set aside.

In a judgment handed down on Friday in the Pietermaritzburg High Court, Judge Rashid Vahed said Sayed had committed vile and despicable deeds.

"He preyed on young, vulnerable women and with force and violence, compelled them to submit. The emotional scars they have been left with are indelible."

He had also been convicted on five counts of kidnapping, one of attempted murder and three of aggravated robbery, in 2010, and sentenced to an additional 85 years' imprisonment.

The attacks took place between April 26 and June 21, 2009. All the young women, who had been between 15 and 21 years, identified Sayed as their attacker. Judge Vahed said he had pleaded not guilty to all the charges. On certain of the rape charges he claimed he had sexual intercourse with the women with their consent.

At the end of the State's case, he elected not to testify, nor did he call any witnesses to testify in his defence.

Judge Vahed said it had been established that all of the offences had been committed while Sayed had been under parole supervision having been released from prison after serving between 10 to 11 years of a lengthy prison sentence on six counts of vehicle theft.

An A-rating from National Research Foundation

Leanne Jansen

TONGAAT-born scientist Professor Quarraisha Abdool Karim has become only the second black woman in South Africa to receive an A-rating from the National Research Foundation – and the first black academic from the University of KwaZulu-Natal to do so.

Abdool Karim is the associate scientific director of the Centre for the Aids Programme of Research in South Africa (Caprisa) at the university, and a professor of clinical epidemiology at Columbia University, New York.

The announcement was made on Friday at a Caprisa dinner attended by UKZN Vice-Chancellor Albert van Jaarsveld, Medical Research

Council president Glenda Gray, and Dean of the Mailman School of Public Health at Columbia University, Professor Linda Fried.

The A-rating is Abdool Karim's latest addition to an already burgeoning list of achievements.

A-rated scientists are defined by the National Research Foundation as researchers who are unequivocally recognised by their peers as leading international scholars in their field, for the high quality and impact of their research outputs.

There are 3 159 NRF-rated

researchers in South Africa. Of those, 30.5% are women, and 5.4% are black women.

South Africa has 13 female researchers with an A-rating.

Abdool Karim said she had personally felt it important to apply to be rated.

"In recent years I've started to appreciate better the influence I have. I've always aspired to do the best, so I felt it important to subject myself to a higher evaluative process."

Abdool Karim believed that the NRF rating, her induction into the Institute of Medicine in the US,



ABDOOL KARIM

In the dark over promised funding

Bongani Hans

LOCAL small business owners are in the dark about R300 million the KwaZulu-Natal government promised earlier this year to help them compete with foreigners who are strong competitors in business.

Economic Development MEC Mike Mabyakhulu announced the funding in April this year during a mass meeting at Durban City Hall aimed at dealing with xenophobic violence in the province. State Security Minister David Mahlobo and Home Affairs Minister Malusi Gigaba, Premier Senzo Mchunu and various MECs attended the meeting.

It had been suggested the funding could help ease tension between local small busi-

ness owners and foreigners which could have been a contributing factor in the xenophobic violence which rocked the province in March and April.

Mabyakhulu announced that by June the department would have spent R3 million establishing small business associations in 51 municipalities in the province. He said the associations would fall under a government entity called the KwaZulu-Natal Small Business Enterprise.

But the South African Spaza and Tuckshop Association (Sasta), which represents small traders, said it last heard about the funding when Mabyakhulu announced it. The Economic Development portfolio committee also said it had not been updated.

"I only know it was agreed

that the government would help small businesses, but I am not aware of what has been done," said Sasta KwaZulu-Natal co-ordinator Ntombi Mthethwa.

Part of creating fair competition would be to reorganise small local business owners and help them to become competitive, he said.

Nhlakanipho Ntombela, the chairman of the portfolio committee, said the department should explain what had come of Mabyakhulu's promise. "The portfolio committee would only be updated about such issues in mid-August."

Mabyakhulu could not be reached, while his spokesman Bheko Madlala said yesterday he was not in a position to respond to questions sent to him on Friday.

Oscar photographer sues police

THE South African Police Service faces a R200 000 damages claim after a photographer working for The Star was allegedly accosted by the police and manhandled while in Pretoria to cover the trial of Oscar Pistorius last year.

Dumisani Sibeko spent four hours in a cell at the Pretoria Central police station, before being released.

His freedom could only be

secured after he unwillingly agreed to sign a document stating that he would not institute proceedings against the police and that the matter had been "amicably resolved".

But this was not the case, as Sibeko says he still has flashbacks of his nightmare ordeal on the morning of March 14, last year, that began in Paul Kruger Street. – Mercury Correspondent

Esplanade shooting, two die

TWO men died in a shooting incident at the parking lot of a block of flats on the Esplanade in Durban yesterday afternoon.

Netcare 911 spokesman Chris Botha said paramedics arrived at the scene and found that the two men had already died from their extensive injuries.

The Mercury was awaiting police comment at the time of publishing. – Mercury Reporter



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Govan Mbeki Awards 2015

The Minister of Human Settlements, Lindiwe Sisulu, MP will be hosting the Govan Mbeki Awards on Thursday, 13 August 2015 at the Cape Town International Convention Centre.

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GOVAN MBEKI AWARDS