

## IMPLEMENTATION OF COURT ORDER ON THE APPOINTMENT OF TEMPORARY EDUCATORS AND PPN FOR 2013

PROJECT LEADERS: MR. S.S. ZIBI

MR. R. TYWAKATI

PROJECT MANAGER: MR. A. MTIRARA

Ms. M. Coetzee (SES: HRP – Uitenhage)

Ms. M. Killian (Assistant Director: HRA &amp; P – Graaff Reinet)

PROJECT MEMBERS: All HR Deputy Directors

No	AREA	ACTIVITY	OBJECTIVE	RESPONSIBILITY	TIMEFRAME	STATUS
1	Appointment of temporary educators	1.1. Meeting with all District Directors and Deputy Directors HRP	Explain the management plan for the implementation of the court order.	Chief Director HRM & D	10 AUGUST 2012	
		1.2. Release a circular on the implementation of the court order.	Communicate to all districts what is expected of them in the implementation of the court order.	Chief Director HRM & D	10 AUGUST 2012	
		1.3. Districts release three officials capture and authorize payments of all appointed temporary educators.	To finalize payments of all appointed temporary educators.	District Directors	13 AUGUST 2012	
		1.4. All files and relevant documents of appointed temporary educators to be brought to Head Office for capturing and authorization	To finalize payments of all appointed temporary educators.	District Deputy Directors: HR	13 AUGUST 2012	
		1.5. Schools/Districts to submit list of	Verify all substantive	Districts	15 AUGUST 2012	

	substantive vacancies with profiles not filled by temporary educators.	vacancies to be filled by temporary educators.			
	1.6. Costing of all substantive vacancies not filled by temporary educators.	To determine the amount required for the filling of these vacant substantive vacancies.	Acting CFO	16 AUGUST 2012	
			District Deputy Directors HR.	16 AUGUST 2012	
			Mr. Mtshara	17 AUGUST 2012	
	1.7. Submission of contact details of all district offices to the Applicant's Attorneys.	Comply with Court Order.	CFO	17 AUGUST 2012	
	1.8. Make submission to Treasury for the payment of all appointed temporary educators.	To finalize payment of all appointed temporary educators.	Districts	20 -24 AUGUST 2012	
	1.9. Appointment of temporary educators to substantive vacancies pending the permanent filling of these posts through movement of additional educators.	To ensure that learners have teachers and to comply with the court order.	Mr. S.S. Zibi Mr. R. Tywakati	20 AUGUST 2012	
	1.10. Submit written reports to the Acting Head of Department on all the above activities.	To ensure compliance with the court order.	Deputy Directors	30 AUGUST 2012	
	1.11. Schools/ Districts to submit a list with supporting documentation of all temporary educators appointed and paid by SGBs	To determine whether temporary educators appointed and paid by the SGBs meet all the requirements for purposes for reimbursing the schools/ SGBs.			
2. POST PROVISIONING FOR 2012	2.1. Schools with additional educators identified in terms of Collective	To ensure that additional educators	Schools	03- 07 SEPTEMBER 2012	

	Agreement No 2 of 2003 to submit names and profiles of such educators to the district offices.	are properly placed where their services are required.	Districts	10-14 SEPTEMBER 2012	
	2.2. Matching of additional educators with vacant substantive posts in terms of the 2012 Staff establishment.	To ensure that additional educators are properly placed where their services are required.	Districts	20-24 SEPTEMBER 2012	
	2.3. Issuing of transfer/ appointment letters to additional educators.	To ensure that additional educators are properly placed where their services are required.	Districts	01 OCTOBER 2012	
	2.4. Additional educators report to their new schools.	To ensure that additional educators are properly placed where their services are required			
3.	POST PROVISIONING FOR 2013	3.1. Information sharing session with Stakeholders.	Acting Head of Department	08 AUGUST 2012	Done
		3.2. First Consultation with Stakeholders on the 2013 Post Provisioning.	MEC	23 AUGUST 2012	
		3.3. Final consultation with Stakeholders on the 2013 Post Provisioning.	MEC	06 SEPTEMBER 2012	

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			number of educator posts to be declared for 2013.			
		3.4. Declaration of 2013 Post Establishment.	To provide posts to schools.	MEC.	29 SEPTEMBER 2012.	
		3.5. Issuing of Pre final Staff Establishment	Schools to verify their posts	HOD	29 SEPTEMBER 2012	