

**CIRCULAR NO 11 OF 2013**

**TO: ALL DDGs  
CHIEF DIRECTORS  
DIRECTORS AND DISTRICT DIRECTORS  
SCHOOL PRINCIPALS  
TRADE UNIONS IN THE PELRC**

**FROM: HEAD: EDUCATION**

**DATE: 19 APRIL 2013**

**SUBJECT: REAPPOINTMENT OF EDUCATORS WHO HAVE RETIRED OR  
WHO HAVE BEEN RETIRED ON PENSION PREMATURELY**

Subject to the general policy prescriptions applicable to the appointment of educators, every reappointment of an educator who has retired or has been retired on pension before reaching his/her retirement age shall be approved by the head of education or by the person to whom he/she has delegated such authority. By reappointment is meant any form of re-employment in a full-time or part-time capacity of an educator who has retired or has been retired on pension prematurely in terms of any of the approved measures. Such approval shall be applicable only to reappointments to educator posts for which the State has accepted financial responsibility.

The principles referred to below shall be taken into account in considering such reappointments. The head of Education or the person delegated by him/her, shall decide on the re-appointment concerned after he/she has weighed up these principles and the extent to which they have been complied with.

- (a) In the case of reappointments, the only consideration shall be the interests of education, which includes the interests of the provincial education department and the interests of the child, the school and the State.
- (b) Other applicants who comply with the prescribed requirements for appointment, and young entrants to the profession in particular, shall be given preference over persons who have already had the opportunity of an extensive career in education.
- (c) In considering a person whose services have been terminated owing to rationalisation and who has not been given the option of appointment to another suitable post, the termination of his/her services shall not prejudice him/her being considered for reappointment.
- (d) In the absence of sound reasons, the reappointment of persons whose services have been terminated owing to rationalisation and who have been given the opportunity of being transferred to another suitable post but who have nevertheless exercised the choice of retiring on pension prematurely, shall be deemed not to be in the interests of the State.

By "suitable post" in this regard is meant a post of a grading at least equal to the one from which the Educator concerned has been retired and which, given all the relevant circumstances of the person concerned, is such that he/she may reasonably be expected to accept appointment to such position.

- (e) In the absence of sound reasons the reappointment of persons who have at their own request retired prematurely on reduced pension benefits shall not be deemed to be in the interests of the State.
- (f) The application for reappointment of persons who have retired on pension prematurely on grounds of continued ill health and whose state of health has improved to such an extent that the prescribed health requirements are met shall be considered bearing in mind the principles in paragraphs (a) and (b).
- (g) Subject to the above principles, the consideration of any reappointment of an educator shall take into account the principles of fairness and justice and the generally accepted principles relating to the maintenance of sound employer employee relations.

**Having regard for the above policy directives in Chapter B of the PAM, I hereby determined that all requests for reappointments referred to above must as of the date of this circular be submitted to the Head: Education for approval and special attention must be given to the principles as outlined in paragraphs (a) and (b) mentioned above.**

**The Department will also review all appointments of temporary educators made since January 2013 with the view to bring such appointments in line with the policy provisions as outlined in the PAM referred to above.**



**M. NGONZO**  
**HEAD: EDUCATION**

**DATE:** 2013/04/19