

HUMAN RESOURCE PLANNING AND PROVISIONING SERVICES

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HRM INSTRUCTION NO 8 OF 2014

TO: ALL DISTRICT DIRECTORS

FROM : CHIEF DIRECTOR-HRM&D

DATE : 23 OCTOBER 2014

SUBJECT: PTT DECISIONS FOR IMPLEMENTATION BY DISTRICTS

Please find herewith the decisions of the PTT meeting that was held on 20th October 2014 and further ratified in the extended PTT meeting held on the 20th October 2014 for your attention and implementation.

The PTT resolved that educators who have been declared in addition in the scenarios listed below be retained in their original school/s:

Further that the retention will be made only for the 2015 declaration.

1. Small Schools

Retain additional educators in the following:

- One teacher schools;
- Small farm schools;
- Remote rural schools.

2. Senior Secondary school with less than eight posts:

Retain additional educators in Senior Secondary Schools with less than eight posts, because of curriculum requirements.

3. Critical Subjects:

Retain an additional educator who is the only one, offering the following subject/s as per example:

- Maths and Science;
- Accounting;
- Agriculture.

4. Technical schools with technical subjects

Retain an additional educator who is the only one, offering technical subjects/s.

5. Curricula Needs

Retain an additional educator where curriculum will no longer be able to be provided in the absence of such educator.

6. Growth in learner numbers but decline in posts

Retain an educator as per the norm as stipulated in **Resolution 4 of 1995** that provides guidelines on learner educator ratios, the growth of learners in ordinary primary schools to be **1:40** and the growth of learners in ordinary secondary schools to be **1:35**.

7. Multi-Grade Teaching

Retain additional educator/s where there is multi-grade teaching.

8. Pilir, Early Retirement and Normal Retirement

Retain additional educator/s wherein an educator/s will exit the system on or before the end of 2015 provided that such additional educator/s fit the profile of the educator/s who will exit the system.

9. Schools that may require educators after Rationalisation process

Retain additional educator/s where the releasing school/s have not yet released to the receiving school/s.

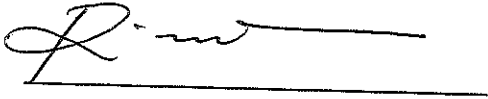
It must be noted that the retention of some additional educators in the scenarios mentioned above is made against the background of curriculum consideration and to ensure that learning and teaching in schools is not affected negatively. The filling of vacant substantive posts will be done in accordance to the management plan which will be consulted on in the Provincial Education Labour Relations Council.

N.B.

- The DTT's will after receiving the submissions from the school in relation to the retention of an educator/s consider the merits of the submission and thereafter make a recommendation to the PTT for adjudication.
- A team of the selected PTT members will after the identification of the additional educators as per the 2015 declaration and the post distribution thereof, guided by the consulted management plan, visit the schools wherein retention of additional educators has been recommended, to verify the merits warranting such retentions.
- The PTT team will also visit the technical schools to validate their offering as to whether it meets the required norm for the provision of a certain number of posts.
- The PTT team will also validate the submission by the schools that may require retention of additional educator/s before allowing through the Head of the Department of Education to retain such educator/s.

This HRM instruction will be tabled in the PELRC with the view of supporting the process of the identification and movement of the additional educators as per the declared 2015 post basket.

Yours in education transformation



^M W. PAYI
CHIEF DIRECTOR: HRM&D

Date: 23/10/2014