



Province of the
EASTERN CAPE
EDUCATION

OFFICE OF THE CHIEF DIRECTOR: HRM&D

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REPUBLIC OF SOUTH AFRICA. Enquiries: Jose Daniel - 040 6084638

INTERNAL MEMORANDUM

**TO: CLUSTER CHIEF DIRECTORS
DISTRICT DIRECTORS
CES CURRICULUM
DEPUTY DIRECTORS: HRA&P
CIRCUIT MANAGERS
SCHOOL PRINCIPALS**

CC: ACTING CHIEF DIRECTOR: ICU

FROM: ACTING CHIEF DIRECTOR: HRM&D

DATE: 11 FEBRUARY 2019

**SUBJECT: APPOINTMENT OF B.Ed. GRADUATES WITHOUT QUALIFICATION
CONFIRMATION FROM UNIVERSITIES.**

1. It has come to the notice of the Department that some Funza Lu Shaka and Mathew Goniwe graduates who have completed their studies in 2018, with B.Ed. qualification has academic transcript, without the confirmation that they have completed the degree and the degree will be conferred in May 2019.
2. Most the of these affected graduates are from Fort Hare University. Department has contacted the University authorities to get assistance on this issue. It should be noted that the academic transcript will be validated only after the senate meeting which will be sometime in March 2019. This arrangement will adversely affect both the Students and the Department alike. Department need to appoint Funza Lu Shaka and Mathew Goniwe Graduates without any further delays.
3. In view of the above circumstances, Department would like to issue the following instructions to the various districts and to the school Principals. You are requested to adhere these instructions very carefully.

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4. The affected Funza Lu Shaka Graduates must provide the following:
 - Full Academic Transcript showing the final year as 2018.
 - A letter from the university indicating that student has completed the degree, though there is a Disclaimer.
 - Funza Lu Shaka Placement request form.
 - Funza Lu Shaka Final Result Notification form.
 - ID.

5. This special arrangement is affected only for the Bursary holders who will be graduating in May 2019. If a Graduate submits all the above and the Deputy Director: HRA& P is satisfied with the documentation, then a conditional temporary appointment letter can be issued. They should be employed temporarily till 30 June 2019. It should be categorically noted that the Graduate should submit the Degree Certificate by 30 May 2019. Those who submit the degree certificate will be converted in to Permanent. But those who fail to submit the degree certificate will be terminated on 30 June 2019.

6. You are required to keep the list of all affected Graduates for future appraisal. **Districts must ensure that they do not exceed their, PPN allocation of 2019 PL1 as they are appointing Post Level 1 Educators.** Kindly bring the contents of this circular to the attention of all employees under your supervision.

7. If you need any further information regarding this circular, you may contact Jose Daniel at jose.daniel@ecdoe.gov.za.

Your co-operation in this regard will be much appreciated.



N TSHIBO
Acting Chief Director: HRM & D

11/02/2019
DATE