



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

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TO:

HEADS OF PROVINCIAL EDUCATION DEPARTMENTS

HEADS OF PROVINCIAL HUMAN RESOURCES SECTIONS

DISTRICT DIRECTORS

CIRCUIT MANAGERS

AREA MANAGERS

SCHOOL PRINCIPALS

SCHOOL GOVERNING BODIES (SGBs)

SCHOOL-BASED EDUCATORS

LABOUR RELATIONS

CIRCULAR NO 2 OF 2021

**RETURN TO COVID-19 ALERT LEVEL 1 OF LOCKDOWN AND THE RETURNING
OF ALL EDUCATORS AND SUPPORT STAFF TO SCHOOLS INCLUDING THOSE
WITH COMORBIDITIES AND THE CESSATION OF DBE CIRCULAR 1 OF 2021**

1. The purpose of this Circular is to cease the validity of DBE Circular 1 of 2021 and its Annexure since the country has moved down to Alert level 1 and to provide guidance to schools to alleviate fears amongst educators and support staff who have comorbidities and required to return to school.
2. The DBE Circular 1 of 2021 and its annexure came as a result of the country moving back to Adjusted Covid-19 Alert level 3 restrictions due to the increase of Covid-19 infections.
3. On Sunday 28 February 2021, State President Cyril Ramaphosa, announced the return of South Africa to Covid-19 Alert Level 1 from the Adjusted Alert Level 3 restrictions. This implied that the existence of DBE Circular 1 of 2021 ceased to exist and all educators have to return to school/work.
4. The Department of Basic Education (DBE) is aware that some educators still have comorbidities and also believe that the lessons learnt in the past about adhering to the rules such as wearing masks at all times, washing of hands regularly including sanitisation of hands and social distancing, will assist in keeping the educators/employees safe from contracting the Covid-19 virus as well as protecting the school/work environment and the health of everyone in the premises.
5. Educators are encouraged to adopt healthy nutrition and lifestyle behaviours including regular physical activities and managing stress.
6. Educators are reminded that they should undergo a general medical assessment at least once a year. Based on the current Department of Health guidelines on the risk of severe Covid-19, the following examinations are recommended to be included as a minimum in the assessment:
 - 6.1 Body Mass Index;
 - 6.2 Blood Pressure;
 - 6.3 Blood glucose level; and
 - 6.4 HIV test.

Additional tests may be recommended by the health practitioner based on his/her findings.

7. Educators/employees are urged to decrease their vulnerability by ensuring that any identified comorbidities are well managed by following medical advice and adhering to treatment.
8. Special care should be taken in the staffrooms and other places where staff congregate. Educators should be discouraged from assembling in large numbers in the staff room and social distancing and good ventilation must be ensured at all times.
9. All Covid-19 health, hygiene and safety measures must be implemented equally outside of the school/work environment as well.
10. Educators/employees are reminded that the pandemic is still alive, therefore; those who may not feel well at any given time should immediately report such to the relevant authorities at school and consult a medical doctor immediately.
11. Where an educator/employee has tested positive for Covid-19 and is required to self-quarantine or is hospitalised, the schools should utilise the services of Education Assistants (EAs) to oversee learners in and out of the classroom setting.
12. Educators are reminded that the current leave provisions as contained in the Personnel Administrative Measures (PAM) are applicable.
13. Provincial Education Departments (PEDs) together with the Districts and Schools are encouraged to ensure that all entry-level educator posts are filled at all times and that there is no class without an educator.
14. In cases where Substitute Educators are required or where there is a vacancy, such appointment should be done immediately by consulting the available resources such as the Funza Lushaka database or the database of unemployed educators which are available both at provincial and national level and that the

PEDs should honour the contractual obligations entered into between them and the substitute educators.

NOTE: The appointment of Substitute Educators will depend on the affordability of the province due to the Covid-19 budget cuts.

Yours sincerely

A handwritten signature in black ink, appearing to read 'HM Mweli', written in a cursive style.

MR HM MWELI
DIRECTOR-GENERAL
DATE: [09/03/2021](#)