



Province of the
EASTERN CAPE
EDUCATION

OFFICE OF THE SUPERINTENDENT- GENERAL

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TO:

- ALL DEPUTY DIRECTOR-GENERALS**
- ALL CHIEF DIRECTORS**
- ALL DISTRICT DIRECTORS**
- CHIEF EDUCATION SPECIALISTS**
- EDUCATION DEVELOPMENT OFFICERS**
- PRINCIPALS OF PUBLIC ORDINARY SCHOOLS**
- CHAIRPERSONS OF SCHOOL GOVERNING BODIES**
- PROVINCIAL SECRETARIES: LABOUR UNIONS**
- SCHOOL GOVERNING BODY ASSOCIATIONS**

DATE: 18 SEPTEMBER 2017

REFERENCE NO:

CIRCULAR 23 OF 2017: PROVISION OF 2018 POST ESTABLISHMENTS FOR PUBLIC ORDINARY SCHOOLS AND SPECIAL SCHOOLS.

1. Post Declaration for 2018

- 1.1 In terms of the Revised Post Distribution Model, public ordinary schools and special schools should receive their annual post establishments in the year before the year of implementation.



- 1.2 On 28 August 2017, the hon MEC S. Somyo declared a post basket of 54 026 after consulting with all relevant stakeholders.
- 1.3 This was followed by distribution workshops with the Superintendent General and on the 12 September 2017, the principles for distribution were finalised. Post establishment letters were issued to districts on the 13 September 2017 and districts are expected to distribute these letters to schools on the 18 September 2017.

2. Post Distribution for 2018

The following principles were adopted and implemented for PPN 2018

- 2.1 No school will have an Educator Learner Ratio above 1:36
- 2.2 None of the 73 Technical Schools will have an Educator Learner Ratio above 1:30.
- 2.3 None of the 30 Full Service Schools will have an Educator Learner Ratio above 1:30.

The outcome of the 2018 PPN distribution is as follows:

- 2.4 The Provincial Educator Learner Ratio is 1:30
- 2.5 Primary School Educator Learner Ratio is 1:31
- 2.6 Combined Schools Educator Learner Ratio is 1:31
- 2.7 Secondary Schools Educator Learner Ratio is 1:29
- 2.8 LSEN Schools Educator Learner is 1:9.
- 2.9 There are 2 827 schools where the number of posts remains unchanged from 2016.
- 2.10 There are 2 305 schools that receive an increase in a post (s).
- 2.11 There are 242 schools where enrolment has decreased by more than 40 learners that lose a post (s).

NB: These calculations are based of learner numbers on SASAMS as at 30 August 2017.

All post establishments issued to both public ordinary and special schools in 2016 for academic year 2017, therefore **expire on 31 December 2017.**



Ikamva elizaqambileyo!

3. Filling of vacant substantive teacher posts

- 3.1 During the MEC's consultations with stakeholders, parties were informed of the financial constraints on the Compensation of Employees (CoE) Budget for the 2017/2018 to 2019/2020 cycles. A number of strategies and opportunities were identified to address CoE expenditure. One of the most important strategies is the effective management and utilization of excess Educators.
- 3.2 Permanently appointed Educators in excess of school post establishment must be identified in terms of Collective Agreement 4 of 2016 of the ELRC.
- 3.3 The ECDOE will continue to place excess Educators during the 2017 and 2018 academic years.
- 3.4 The ECDOE will also continue to promote the appointment of new entrants to the education profession. A new-entrant teacher is defined as a final-year student and / or any suitably qualified teacher who graduated in the past three years and who has never been employed by the State. This group includes Funza Lushaka Bursary Holders.
- 3.5 Only professionally qualified educators with an REQV 13 or higher, meeting the post profile requirements may be considered for vacant substantive Educator posts. The ECDOE will exercise its right to employ other Educators only if no qualified Educators can be identified from the aforementioned categories.
- 3.6 **Under no circumstances may Educators transferred from another Provincial Department of Education be employed at a school without the permission of the Superintendent-General of the Department of Education.**



4. General

4.1 All enquiries pertaining to this circular should be addressed to:

Office of the Chief Director: HRM and D

4.2 **A Provincial Task team has been established to monitor the implementation of PPN 2018 in line with Collective Agreement 4 of 2016.**

4.3 Please bring the contents of this circular to the attention of educators and member of the governing body.

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T. KOJANA
SUPERINTENDENT-GENERAL

Copy to the office of the MEC

Copy to the office of the Premier