

19 SEPTEMBER 2020

EDUCATORS WHO WERE GRANTED CONCESSIONS REQUIRED TO REPORT FOR DUTY ON MONDAY 21 SEPTEMBER AS COUNTRY MOVES TO COVID-19 ALERT LEVEL 1

The Department of Basic Education wishes to advise all teachers who were granted permission to work from home due to COVID-19 to report for duty on Monday, 21 September 2020.

More than 22, 500 teachers were granted approval for concession countrywide in terms of *Collective Agreement 1 of 2020*. The *Collective Agreement* was aimed at providing a concession for educators employed in terms of the *Act No. 78 of 1998 of Employment of Educators Act (EEA)*, who are affected due to risk factors of severe COVID-19.

“Concessions granted in this regard will only be applicable for the duration of the Alert Levels 3 and 2 of the National State of Disaster as a result of the COVID-19 outbreak”.

President Cyril Ramaphosa announced on Wednesday 16 September 2020 that the country would move to Alert Level 1. Level 1 is defined as low level of infections together with a high level of health system readiness. Since the country has gone down to alert level 1, the risk has been brought down to low, hence the risk for these teachers have reduced considerably.

The implication of the announcement by the President of moving the country to Alert Level 1 means the concessions to work from home will no longer apply from midnight on Sunday, 20 September 2020.

The affected people will therefore have to report for duty with effect from the Monday, 21st September 2020. If, however, some individuals are still not well, they are advised to follow the normal sick leave protocols.

There are instances where substitute teachers have been appointed in the place of educators who been granted a concession to work from home. As teachers with comorbidities will return to school on Monday, the Provincial Education Department should honour the contractual obligations entered into between the substitute educators and the provincial department.

Media Enquiries:

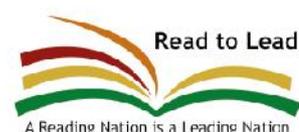
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Schools should also consider ways in which they could best utilise the substitute educators with whom they have contractual obligation.

School Principals are requested to re-work the timetable to accommodate all teachers returning to work as from **Monday, 21st September 2020**.

School Management Teams and School Governing Bodies must ensure that the requirements of social distancing are met. Appropriate adjustments must be made to enable schools to adhere to social distancing requirements. Appropriate adjustments should also be made to the school timetable so that a percentage of the total learner population attend school at a particular time.

It is important that school managers, governors and leadership make a thorough study of the *Directions* as published on **15th September 2020** in **Government Gazette 43715**. School communities and stakeholders are urged to familiarise themselves with the contents in the following documents;

1. DBE Directions in Government Gazette 43715, **15th September**
2. Speech by the President on **16th September 2020**
3. ELRC Collective Agreement 1 of 2020, **30th May 2020**
4. Revised Standard Operating Procedures, **31st August 2020**

The Department continues to make safety as a priority in the sector particularly under the COVID-19 conditions.

ISSUED BY THE DEPARTMENT OF BASIC EDUCATION

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