



OFFICE OF THE DIRECTOR: HUMAN RESOURCE ADMINISTRATION

Steve Vukile Tshwete Complex, Zone 6 Zwelitsha, 5608, Private Bag X0032, Bhisho, 5605 REPUBLIC OF SOUTH AFRICA:
Enquiries: Ms BM Madonsela Tel: 040 608 4228 . Email: buhle.madonsela@ecdoe.gov.za
Website: www.ecdoe.gov.za

HRM CIRCULAR 04 OF 2023

TO	DDGS CHIEF DIRECTORS CLUSTER CHIEF DIRECTORS DISTRICT DIRECTORS DEPUTY DIRECTORS: HRA CIRCUIT MANAGEMENT CENTRE HEADS CIRCUIT MANAGERS SCHOOL PRINCIPALS SCHOOL GOVERNING BODIES
FROM	THE HEAD OF DEPARTMENT: EDUCATION
SUBJECT	RE-APPOINTMENT OF PREVIOUSLY RESIGNED EDUCATORS AND THOSE WHO HAD RETIRED OR HAD RETIRED PREMATURELY
DATE	16 MAY 2023

RE-APPOINTMENT OF PREVIOUSLY RESIGNED EDUCATORS

1. All jobseekers in South Africa should be given fair chance to employment opportunities. The Eastern Cape Department of Education also ascribes to the above assertion and aspires to be an employer of choice. The Department of Education offers bursaries to deserving learners who pass grade 12 to do Bachelor of Education qualification.
2. Most often than not, the number of qualified educators surpasses the number of available posts in the Department. **Before new appointments are done, the Department places additional educators, whose profiles match the available posts.**



3. Thereafter, preference is given to the newly qualified educators followed by previously resigned educators. PAM Chapter B.3.4.2.1 corroborates this by stating the following:

"appointment of young entrants to the profession must be given preference over persons who have already had the opportunity of an extensive career in education".

4. In appointing newly qualified educators, the Department decided to start with the **bursary holders, NSFAS and self-funded educators and thereafter consider the previously resigned educators.** However, if from the newly qualified educators, an educator with specific major subjects cannot be found, previously resigned educators are considered.
5. It should be noted that if a school recommends a previously resigned educator, the submission must be approved by the Head of Department except for the appointment of substitute educators.

NB: All the district offices are requested to develop and maintain the database of previously resigned educators as well as for unemployed graduates.

RE-APPOINTMENT OF PREMATURELY RETIRED EDUCATORS

1. If a School Governing Body (SGB) recommends a previously retired educator for a promotional post, a submission must be developed for the approval of the Head of Department. This is consistent with Personnel Administrative Measures (PAM), chapter B.3.4 on re-appointment of educators:
 - a. Subject to the general policy prescriptions applicable to the appointment of educators, every re-appointment of an educator who has retired or has been retired on pension before reaching his/her retirement age must be approved by the HOD or by the person to whom she/he has delegated such authority.



- b. Re-appointment means any form of re-employment in a full-time capacity of an educator who has retired or has been retired on pension prematurely in terms of any of the approved measures.
2. The principles referred to below must be considered in considering such reappointments. The HOD will decide on the re-appointment concerned after he/she has considered the following principles and the extent to which they have been complied with:
- a. Whether the reappointment of persons who have, at their own request, retired prematurely on reduced benefits, may be deemed to be in the interest of the state.
 - b. The only consideration must be in interests of education, which includes the interests of the department of education, the learner, the school and the state.
 - c. Other applicants who comply with the prescribed requirements for appointment and young entrants to the profession, must be given preference over persons who have already had the opportunity of an extensive career in education.

Kindly bring the contents of this circular to the attention of all Principals, SGB, Circuit Managers and District Officials.

DR A.S. NUKU
HEAD OF DEPARTMENT

16.05.2023