



OFFICE OF THE CHIEF DIRECTOR: EMPLOYEE RELATIONS & WELLNESS SERVICES
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INTERNAL MEMORANDUM

TO : Cluster Chief Directors
: District Directors
: CMC Heads
: Circuit Managers
: School Principals
: Circuit Managers
: School Governing Bodies
: All Labour Unions

FROM : **Acting Head of Department**

DATE : 02 December 2024

SUBJECT : **HALTING EMPLOYEES DISPLACEMENT BY SGBs**

1. The Acting Head of Department has noted with great concern the displacement of employees by the wrath of some School Governing Body members in the province. This tendency is very rife to an extent that one would believe that it is their call to make. When the department gets involved, mitigates to resolve the impasse, the SGBs would dig their heels to maintain the status quo.
2. This correspondence seeks to draw a line on this matter. Employees at school whether, Employment of Educators Act (Educators) or Public Service Act (Admin Clerks or General Assistants) employees have one employer, that is, Head of Department. The Head of Department holds the authority to hire and dismiss employees, provided that all required procedures have been duly followed.
3. The South African Schools Act No 84 of 1996 (SASA) as amended provides roles and responsibilities that the SGBs must perform.



4. The tendency of some SGB members to chase away employees must come to an end as it is an encroachment to the affected employee's rights and to the Head of Department's mandate.
5. If the SGB is not happy with the employee's conduct or behaviour, relevant authorities must be informed to take due diligence to remedy the situation.

I sincerely hope that this correspondence will find its application CMC Heads/ Circuit Managers/ s must cascade it to schools for implementation.

Kind regards.

S. MAASDORP

A/HEAD OF DEPARTMENT

DATE