



Province of the
EASTERN CAPE
EDUCATION

✓ Appointment of temps.
into PERM. POSTS.

OFFICE OF THE SUPERINTENDENT GENERAL

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Ref: PPN 2013

Enquiries: Mr. W. Payi

MEMORANDUM

TO : DEPUTY DIRECTORS GENERAL
CHIEF FINANCIAL OFFICER
CHIEF DIRECTORS
DISTRICT DIRECTORS
HUMAN RESOURCE MANAGERS
SCHOOL PRINCIPAL

DATE : 10 APRIL 2013

SUBJECT : APPOINTMENT OF TEMPORARY EDUCATORS: HRM CIRCULAR NO. 3 OF 2013

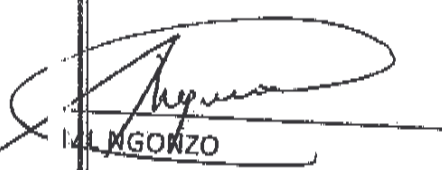
1. As you aware, the Department has appointed a cohort of 2 354 and 570 posts that were equitably distributed for appointment of educators albeit temporarily until 30 June 2013. This was an *ad hoc* arrangement to address teacher shortage at schools pending the re-employment of additional educators as outlined in Collective Agreement No.2 of 2003 of the Education Labour Relations Council. Since this cohort of temporary educators is within the declared post establishment of 2013 it has been decided to absorb these educators on a permanent bases in accordance with the provisions of section 6(b) of the Employment of Educators Act, 1998 as amended. However, in the absorption process the following criteria must be strictly adhered to;

- 1.1 There must be a substantive vacant post – PLI ✓
- 1.2 The vacancy must have been profiled ✓



Dumva eliqoqambileyo!

- 1.3 There is no additional educator in the school in the District with a minimum of REQV13 with corresponding profile. ✓
 - 1.4 The educator is a professional qualified or comply with other legal requirements for permanent appointment. ✓
 - 1.5 The educator is not a former permanent employee of this department who has been paid all pension benefits (resignation, discharged, retirement or severance package). ✓
 - 1.6 If the available post(s) occupied by the temporarily employed educator was advertised as per Bulletin Vol.4 of 2012 the district should consider such applications and submit the recommendations to the Superintendent General for consideration. ✓
- 2 In circumstances whereby the former educator who is now a temporary educator offer critical school subjects and there is no other educator whose profile matches the requirement of the existing PL1 vacant post such cases should be submitted for consideration by the Superintendent General.
 3. In regard to the equitable distribution of 570 posts the posts must be strictly populated through the provisions of Collective Agreement No.1 of 2012 of the PELRC. The data base for all educators that have not yet been appointed was circulated to all districts and for deviation without authority from the Superintendent General consequent management shall be implemented.
 4. This communiqué should be circulated to all responsible officials and must acknowledge receipt in writing as failure to abide by its contents shall lead to a charge of misconduct that involve gross negligence being preferred against any person who might be found to have transgressed these provisions.


M. NGONGO
SUPERINTENDENT GENERAL

building bloc for growth.



Isizwa eliqambileyo!