

Province of the  
**EASTERN CAPE**  
EDUCATION

OFFICE OF THE SUPERINTENDENT-GENERAL

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REPUBLIC OF SOUTH AFRICA \* Website: [www.ecdoe.gov.za](http://www.ecdoe.gov.za)

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**CIRCULAR 22 OF 2015**

**TO : HONOURABLE MEMBER OF THE EXECUTIVE COUNCIL  
ACCOUNTING OFFICER  
DEPUTY DIRECTORS GENERAL  
CHIEF FINANCIAL OFFICER  
CHIEF DIRECTORS  
DIRECTORS (HEAD OFFICE AND DISTRICTS)  
CIRCUIT MANAGERS  
ECD RESOURCING CO-ORDINATORS  
PRINCIPALS OF PUBLIC ORDINARY SCHOOLS  
SCHOOL GOVERNING BODIES  
LABOUR UNIONS**

**FROM : ACTING HEAD OF DEPARTMENT**

**SUBJECT : RECOGNITION OF QUALIFICATIONS AND APPOINTMENT OF GRADE R PRACTITIONERS.**

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**PURPOSE**

The purpose of this Circular is to withdraw and nullify previous correspondence and/or circulars on this subject, and to regularise:

1. The status of Grade R practitioners, and;
2. Recognition of the NPDE qualification, and;
3. The recognition of The Diploma in Grade R teaching, and;
4. The recognition of the Bachelor of Education in Foundation Phase, and;
5. The appointment of holders of the NPDE, Diploma in Grade R teaching, and Bachelor of Education in Foundation Phase qualification into vacant funded posts in terms of the Employment of Educators Act.



## **ACRONYMS**

The following acronyms shall bear the following meaning:

SAQA	South African Qualifications Authority
DBE	Department of Basic Education
DHET	Department of Higher Education and Training
NPDE	National Professional Diploma in Education
SASA	The South African Schools Act
SGB	School Governing Body
PTC	Primary Teacher Certificate
JSTC	Junior Secondary Teacher Certificate
REQV	Required Education Quality Value
ECD	Early Childhood Development
HOD	Head of Department
ABET	Adult Basic Education and Training

## **DEFINITIONS**

Unless it is clear from the context, the following words/phrases shall have the following meaning:

Verify / verification	The process adopted by SAQA to establish whether the holder of a NPDE qualification qualified for entry into the NPDE program and whether such holder completed the program successful at a recognised institution.
Educator	Any person who teaches, educates or trains other persons or who provides professional educational services, including professional therapy and education psychological services, at any public school, further education and training institution, departmental office or adult basic education centre and who is appointed in a post on any educator establishment under the Employment of Educators Act
Professional qualification	A qualification equal to or higher than REQV 13 which entitles the holder of the qualification to apply for a vacant funded post, and after due process, to be appointed as an educator in terms of the Employment of Educators Act.
Legitimate holder of NPDE	Holder of a NPDE who qualified for entrance into the NPDE

qualification	program, successfully completed the NPDE program, who received a NPDE certificate from the recognised institution, and whose qualification has been verified by SAQA.
Illegitimate holder of NPDE qualification	Holder of a NPDE qualification who did not qualify for entrance into the NPDE program, and/or who did not complete the NPDE program successfully, and/or who has not been issued with a NPDE certificate, and/or whose NPDE qualification has not been verified by SAQA.
Department of Education	Department responsible for education in the Eastern Cape Province and includes all public schools, further education and training institutions, departmental offices and basic adult education centres in the province

## **BACKGROUND**

The NPDE was specifically put in place for unqualified and under-qualified teachers who were teaching in schools. These teachers held teaching qualifications which were evaluated to be below REQV 13, or who held partly-completed former college qualifications or who were unqualified but who had at least five years proven/verified teaching experience in schools at the point when they enrolled for the NPDE.

There have been instances however, where some people who did not fall into the category mentioned above gained admission to and completed the NPDE.

Due to this irregularity, the Department of Education issued correspondence instructing the Districts to refrain from appointing any applicant who claimed to have a NPDE qualification.

There has also being some questions regarding other qualifications, the status of such qualifications, and which qualifications will enable the holder thereof to enter the mainstream education profession.

## **RULING**

All previous Departmental correspondence and/or circulars dealing with the subject of the status of Grade R practitioners, recognition of the NPDE qualification and other qualifications, absorption of holders of a NPDE qualification into the mainstream, and the appointment of holders of the NPDE qualification into vacant funded posts in terms

appointment of the candidate by the HOD into the funded vacant post, subject to section 6, 6A, 6B, 7 and 8 of The Employment of Educators Act.

7. An illegitimate NPDE qualification shall not enjoy any recognition and shall not qualify the holder thereof to apply for any vacant funded post.
8. A legitimate NPDE qualification is a professional qualification equivalent to a NQF Level 6 and REQV 13.
9. This qualification allows for teaching in Grade R to Grade 3.

#### **DIPLOMA IN GRADE R TEACHING**

1. The Diploma in Grade R teaching is a professional qualification for the formal appointment of a Grade R practitioner in terms of the Employment of Educators Act.
2. The Diploma in Grade R Teaching is equivalent to NQF Level 6 which is at REQV 13.
3. This qualification allows teaching in Grade R only.

#### **BACHELOR OF EDUCATION IN FOUNDATION PHASE**

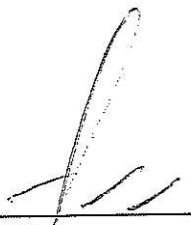
1. The Bachelor of Education in Foundation Phase is equivalent to NQF Level 7 and REQV 14.
2. This qualification allows teaching in the foundation phase, in other words, from Grade R to Grade 3.

#### **GENERAL**

1. No holder of any qualification, including a legitimate or illegitimate NPDE qualification, shall be entitled to be "absorbed" into, or "placed" by the Department of Education.
2. Employment by the Department of Education can only occur in terms of sections 6, 6A, 6B, 7 and 8 of The Employment of Educators Act and established policy, in other words the availability of a vacant funded post, formal application, shortlisting, interviews, recommendation to the HOD, and appointment by the HOD in terms of the Employment of Educators Act.
3. All Grade R practitioners are currently employees of SGB's.
4. The Department of Education shall pay all Grade R practitioners a stipend, which is currently in the amount of R5615-00 per month, which amount may be increased from time to time, depending inter alia on the availability of budget.
5. To improve administration and to simplify the process of payment of Grade R practitioners, Grade R practitioners, although employed by the SGB's, have been

registered on PERSAL. This does not create an employer / employee relationship, but is only a practical arrangement to simplify and effectively manage and record payment of such Grade R practitioners.

6. Because of the financial implication for the Department of Education, SGB's are advised NOT to appoint any Grade R practitioners without the approval of the Head of Department.

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MR R. TYWAKADI  
ACTING SUPERINTENDENT-GENERAL

30/10/2015  
DATE