



Province of the
EASTERN CAPE
EDUCATION

OFFICE OF THE SUPERINTENDENT GENERAL

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Date: 10 January 2017

CIRCULAR NO 1 OF 2017

**TO: ALL DEPUTY DIRECTORS GENERAL
ALL CHIEF DIRECTORS
ALL DIRECTORS & STAFF: HEAD OFFICE, DISTRICT
ALL SCHOOL PRINCIPALS & STAFF MEMBERS
ALL LABOUR ORGANISATIONS**

FROM: SUPERINTENDENT GENERAL

SUBJECT: PLACEMENT OF DISPLACED EDUCATORS IN SCHOOLS

1. The data collected from Districts on displaced educators; viz: Post Level 1, HODs, Deputy Principals and Principals) indicates that the problem is huge. Some displaced educators are temporarily accommodated at District Offices. This situation leaves learners without educators to teach them.
2. It is common knowledge that displacement of educators from schools has a negative impact in teaching and learning.
3. In order to bring stability in schools, the following activities must be executed:
 - 3.1 In consultation with relevant stakeholders and the displaced educators (Post Level 1, HODs, Deputy Principals and Principals), District Directors must facilitate a process of placing displaced educator to his or her original school. This must done and finished by end February 2017
 - 3.2 If for any reason one cannot return to his or her school, transfer to another school must be administratively done immediately and finalised by end February 2017.
 - 3.3 If both 3.1 and 3.2 cannot apply, the displaced educator must be placed administratively in a vacant substantive post to a dire school which needs his or her competency or expertise. This must be done in a consultative manner.



4. Placement of an educator (irrespective of the post level or rank) must be done considering one's subject teaching competency. This is to ensure effective teaching of learners by an educator who has the required competency skills in a given subject.
5. All this is done to ensure effective teaching and learning in all schools of this province.
6. Lastly all the relevant parties are requested to ensure adherence to the contents of this circular and implement them as outlined above. Where absolutely necessary the Provincial Education Labour Relation Council be engaged for speedy resolution of such cases.



T.S. KOJANA
SUPERINTENDENT GENERAL

17/01/2017
DATE