OFFICE OF THE SUPERINTENDENT GENERAL
Steve Vukile Tshwete Complex, Zone 6 Zwelitsha, 5606, Private Bag X032, Bisho, 5605
Eastern Cape • REPUBLIC OF SOUTH AFRICA, Website: www.ecdoe.gov.za

Ref. No. Circular
Enquiries: Dr. AS Nuku
Tel.: (040) 608 4476
Fax: (086) 396 6987

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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

DATE 17/01/2017