



OFFICE OF THE HEAD OF DEPARTMENT

Steve Vukile Tshwete Complex, Zone 6 Zwelitsha, 5608, Private Bag X0032, Bhisho, 5605 REPUBLIC OF SOUTH AFRICA:
Tel: 040 608 4615 . Cell :060 524 0141. Email: Zola.Wababa@ecdoe.gov.za . Website: www.ecdoe.gov.za
Enquiries: Mr Z. Wababa

CIRCULAR NO 1 OF 2023

**TO: DISTRICT DIRECTORS
CMC HEADS
CIRCUIT MANAGERS
SCHOOL PRINCIPALS
ORGANIZED LABOUR
SCHOOL GOVERNING BODIES**

**FROM: ACTING HEAD OF DEPARTMENT- EC EDUCATION
MR. M. QWASE**

**SUBJECT: THE RETENTION OF IDENTIFIED INCREMENTAL INTRODUCTION
OF AFRICAN LANGUAGES (IIAL) AND MOTHER TONGUE BASED
BILINGUAL EDUCATION (MTBBE) EDUCATORS ON POST
PROVISIONING NORMS PROCESSES**

DATE: 07 FEBRUARY 2023

1. The Language in Education Policy (LiEP) of 1997 compels the Department to promote Multilingualism and develop the Official South African Languages equitable including South African Sign Language (SASL). The Education Language Policy Directorate (ELP) derives its existence from the prescripts of the Use of Official Languages Act of 2012 that compels all Provincial Departments to establish Language Units.
2. As a sector being guided by the afore-mentioned Policy, the ELP emerged with IIAL and MTBBE as transformation programmes in promoting and developing previously marginalized African Indigenous Languages (isiXhosa and Sesotho) into languages of teaching, learning and assessment.

**SUBJECT: THE RETENTION OF IDENTIFIED IIAL AND MTBBE EDUCATORS
ON POST PROVISIONING NORMS PROCESSES**

Customer care line: 086 063 8636
Website: www.ecdoe.gov.za





3. The Provincial Education Labour Relations Council (PELRC) took a resolution for the equitable distribution of educators regarding PPN matters. Upon consideration of the provision for Language in Education Policy implementation by the schools, the Eastern Cape Department of Education is obliged to implement Chamber resolutions which are as follows:
- All schools offering Incremental Introduction of African Languages (IIAL) and Mother Tongue Based Bilingual Education (MTBBE) programs might be losing educators participating in these programs due to the implementation of PPN processes 2022. This means therefore, educators need to be identified and retained as means of protecting Language in Education Policy implementation when the need arises.
 - Furthermore, schools through their School Governing Bodies (SGBs) are encouraged to introduce African Indigenous languages in terms of DBE Sector plan that seeks to promote Multilingualism as a norm.
4. The District Directors, CMC Heads, Circuit Managers, School Principals, Organized Labour and School Governing Bodies are urged to ensure that the identified IIAL and MTBBE educators are retained for the benefit of Language in Education Policy Implementation as it was resolved.
5. Kindly be requested to direct your queries to: Director ELP - Mr. Z. Wababa (zola.wababa@ecdoe.gov.za) and to Deputy Director HRP -Ms. Unathi Nqatha (Unathi.Nqatha@ecdoe.gov.za).

Yours in Quality Education


.....

MR. M. QWASE
ACTING HEAD OF DEPARTMENT- EC EDUCATION

13 FEBRUARY 2023
.....
DATE

SUBJECT: THE RETENTION OF IDENTIFIED IIAL AND MTBBE EDUCATORS
ON POST PROVISIONING NORMS PROCESSES

Customer care line: 086 063 8636
Website: www.ecdoe.gov.za