



# education

DEPARTMENT: EDUCATION  
MPUMALANGA PROVINCE

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Republic of South Africa

*Litiko leTemfundvo wezeMfundvo Umnyango weFundo Departement van Onderwys Umnyango*

**TO :** THE DEPUTY DIRECTORS – GENERAL  
CHIEF DIRECTORS  
DIRECTORS  
DISTRICT DIRECTORS  
CIRCUIT MANAGERS  
PRINCIPALS OF SCHOOLS  
DEPARTMENTAL EMPLOYEES  
ORGANIZED LABOUR UNIONS

**URGENT  
DRINGEND**

## HRM DIRECTIVE 15 OF 2014

### EARLY RETIREMENT, RESIGNATION WITH THE INTENTION OF COMING BACK FOR EMPLOYMENT

#### A. PURPOSE

1. The purpose of this HRM Directive is to regulate the massive exodus of educators who take early retirement or resign with the intention of later coming back to the system.

#### B. BACKGROUND

2. The Department has noticed the following tendency since 2012:
  - Educators are taking early retirement in massive numbers in the course of the academic year
  - The above is done without consideration of the negative impact it has on teaching and learning and other academic programmes.
  - Educators, after cashing in on their pension, re- apply to make their comeback into the system.



- Even educators who are on promotional posts would do the same and not bother to come back as post level 1 educators on contract.

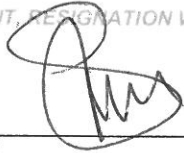
### C. REGULATION OF MASSIVE EXODUS OF EDUCATORS

This HRM Directive is meant to indicate measures that the Department intends to take in cases of early retirement and resignations during the course of the academic year.

- There will be no approval for an educator to exit the system during the course of the academic year, prior a written notification has been served by the said educator to the employer in the beginning of the financial year intending to retire the following financial year. The reasons being the said process will enable both parties to have a proper planning for a replacement, unless it is due unforeseen circumstances. This will be applicable to educators who are reaching the retirement age.
- Approval **for** early retirement will only be approved employer based on full investigation conducted which will be in line with section 10 of Employment of Educators Act No. 76 of 1998, at the end of the academic year (31st December each year)
- Approvals for resignations will only be granted in terms of section 15 of Employment of Educators Act No 76 of 1998
- Educators who have already left the system and wish to come back will only be considered if no suitable candidate is found from:
  - Educators in addition
  - Fundza Lushaka bursars
  - Provincial bursars who qualify as educators
  - Contract educators and
  - Unemployed educator graduates.
- It should further be noted that the appointment on contract or permanent of an educator who has retired early and/or resigned can only be done with the prior approval of the Head of Department.

### D. DATE OF IMPLEMENTATION

**This HRM Directive comes into effect as from 1<sup>st</sup> January 2015.**



MR CB MNISI  
CHIEF FINANCIAL OFFICER

2014/12/10  
DATE



MRS MOC MHLABANE  
HEAD OF DEPARTMENT

05/01/2015  
DATE