



**SAOU (MPUMALANGA) NUUSBRIEF 6 VAN 2015**

**RETIREMENT, RESIGNATION WITH THE  
INTENTION OF COMING BACK FOR  
EMPLOYMENT**

Nuusbrief 3 van 2015 verwys. MDO HRM Direktief 15 van 2014 in bovermelde verband is aangeheg.

Die SAOU (Mpumalanga) het na aanleiding van navrae ontvang van lede met die MDO geskakel om duidelikheid te verkry oor die inhoud van bovermelde direktief met verwysing na opvoeders wat van plan is om te bedank of met vervroegde pensioen af te tree, met die intensie om hul pensioen uitbetalings te bekom, en dan weer toe te tree tot die onderwys.

Die Direkteur van Arbeidsverhoudinge, mnr Hladla Ngwenya, het aangedui dat die MDO in bogenoemde gevalle, sodanige aansoeke in die toekoms nie noodwendig sal aanvaar nie.

Mnr Ngwenya het verder aangedui dat opvoeders wat van plan is om die onderwys te verlaat en nie wil terugkeer na die onderwys nie, steeds kan voortgaan om hulle aansoeke in te dien.

**MDO OMSENDSKRYWE 2 VAN 2015:  
"INTRODUCTION AND IMPLEMENTATION OF  
THE 1+4 TEACHING WEEK MODEL TO INCREASE  
CAPACITY OF GRADES 8 AND 9 TEACHERS TO  
DELIVER QUALITY LESSONS IN THE  
CLASSROOM"**

Bovermelde omsendskrywe is aangeheg vir u kennisname.

**SAOU (MPUMALANGA) NEWSLETTER 6 OF 2015**

**RETIREMENT, RESIGNATION WITH THE  
INTENTION OF COMING BACK FOR  
EMPLOYMENT**

Newsletter 3 of 2015 refers. MDE HRM Directive 15 of 2014 regarding the above-mentioned, is attached.

Emanating from enquiries received from members with regard to the above-mentioned directive, the SAOU (Mpumalanga) contacted the MDE to get clarity with regard to the reference in the directive to educators who are planning to resign or take early retirement with the intention to receive their pension payments and then re-apply to make their comeback to education.

The Director of Labour Relations, Mr Hladla Ngwenya, indicated that the MDE will not consider such applications favourably in future.

Mr Ngwenya also indicated that educators planning to exit the education system without the intention of returning, can continue with the submission of their applications.

**MDO CIRCULAR 2 OF 2015  
INTRODUCTION AND IMPLEMENTATION OF THE  
1+4 TEACHING WEEK MODEL TO INCREASE  
CAPACITY OF GRADES 8 AND 9 TEACHERS TO  
DELIVER QUALITY LESSONS IN THE CLASSROOM**

The above-mentioned circular is attached.



# education

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*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.

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

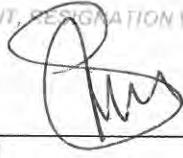
### **C. REGULATION OF MASSIVE EXODUS OF EDUCATORS**

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



Enquiries: NE Makhado  
Tel: 013 766 0913

## CIRCULAR 02 OF 2015

TO : DISTRICT DIRECTORS  
GET AND FET: CES AND DCES  
CES: CIRCUIT COORDINATION  
CIRCUIT MANAGERS  
PRINCIPALS AND TEACHERS OF ALL SECONDARY SCHOOLS  
TEACHER FORMATIONS  
SGB FORMATIONS

### **INTRODUCTION AND IMPLEMENTATION OF THE 1+4 TEACHING WEEK MODEL TO INCREASE CAPACITY OF GRADES 8 AND 9 TEACHERS TO DELIVER QUALITY LESSONS IN THE CLASSROOM**

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This circular seeks to bring to the attention of all schools and teachers information on the "Introduction and Implementation of the 1+4 Teaching Week Model",

The Senior Phase (SP), Grade 9 in particular, has recorded poor performance in mathematics over the last three years (2012, 2013 and 2014) of the administration of ANA. The continuous underperformance in mathematics from Grade 1 to Grade 9; is primarily attributed to teacher competency. With the release of the 2014 ANA results, it became evident that the sector needed to craft a strategic response after the results showed that the Grade 9 mathematics performance is unacceptably low at an average of 10.7% nationally and 11.3% in the province.

The average performance of 11.3% is an indication that teachers do not only struggle with certain sections or topics of the curriculum but **with the entire curriculum**. Therefore a robust and unconventional approach is required if we are to turn this unpalatable situation around. It was for this reason that the **1+4 teaching week model aimed at increasing capacity of grades 8 and 9 mathematics**

**teachers to deliver quality lessons in the classroom was adopted as a national strategy.**

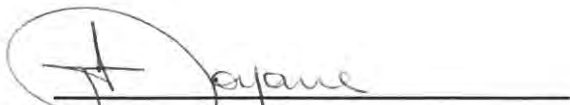
The 1 + 4 methodology will work on the assumption that teachers need assistance with the entire curriculum and not just certain sections of the curriculum which they presumably have difficulties teaching. The strategy works on a five-day teaching week arrangement and breaks each week into **two** parts: **One** day (Monday) solely dedicated to thoroughly preparing teachers to teach the content planned in the CAPS document for that particular week. On that day, teachers would be presented with content broken-down into daily doses to be taught to learners from Tuesday to Friday. **Four** days of structured, effective and guided teaching delivered by the same teachers in their respective classrooms. Schools are requested to comply with the following in order to ensure successful implementation of the 1 + 4 teaching week model. The sessions will be facilitated by curriculum implementers and teachers whose learners have done well in the grade 8 and 9 mathematics

- Revise the school time table from February 2015, such that Grades 8 and 9 mathematics teachers are not allocated periods on Mondays so that they can attend the training sessions without leaving learners unattended to. Their Monday periods should however be allocated between Tuesday and Friday so that there is no lost time.
- Support teachers with transport to attend the Monday training sessions within their circuit/cluster.

A management plan on the Implementation of the 1+ 4 Model indicating the dates, topics and venues of the workshop sessions will be sent to schools by the 23<sup>rd</sup> of January 2015.

Your cooperation in this matter will be highly appreciated.

Regards

  
**MRS LH MOYANE**  
**ACTING HEAD OF DEPARTMENT**  
DATE: 12 / 01 / 2015