

SUID-AFRIKAANSE ONDERWYSERSUNIE
SOUTH AFRICAN TEACHERS' UNION
MPUMALANGA



SAOU

Nuusbrief / Newsletter

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

**PERMANENTMAKING VAN
KWALIFISERENDE TYDELIKE
KONTRAK-OPVOEDERS – 2015**

Die MDO verslag aan die Mpumalanga
RAVO in bovermelde verband is
aangeheg ter inligting.

**SAOU (MPUMALANGA)
NEWSLETTER 46 OF 2015**

**TRANSLATION OF QUALIFYING
TEMPORARY EDUCATORS
APPOINTED ON CLOSED
CONTRACT – 2015**

The MDE report to the Mpumalanga
Chamber of the ELRC regarding the
above-mentioned, is attached for your
information.



REPORT TO THE MPUMALANGA CHAMBER OF THE ELRC

TRANSLATION OF QUALIFYING TEMPORARY EDUCATORS APPOINTED ON CLOSED CONTRACT - 2015

1. Background

- 1.1 The process to permanent temporary teachers in terms of MELRC Collective Agreement No 1 of 2014 could not be implemented in June 2015, July 2015 or August 2015 in view of the fact that the overall number of educators in addition remained in excess of the 0.6% benchmark that the Department administratively applies to ensure that the placement of the educators in addition in approved vacant posts are adequately addressed prior to translating temporary teachers to permanent in the remaining vacant posts. Gert Sibande, Nkangala and Ehlanzeni districts all by 31 July 2015 complied with the 0.6% benchmark, but Bohlabela District still had 144 educators in addition which left the overall number of educators in addition in excess of the 0.6% benchmark by 78 educators. By the end of September 2015 the number of educators in addition still remained in excess of the 0.6% benchmark by 50 educators. Bohlabela was however always expected to have more difficulty achieving the 0.6% benchmark in view of the limited vacant posts in Primary schools and the fact that the placement and re-training of suitably qualified Bohlabela teachers in addition as fulltime Grade R teachers had not been finalised. Bohlabela District's progress in 2015 as compared to previous years is therefore noted with appreciation.
- 1.2 The new educator post provisioning for the 2016 academic year was distributed in early October 2015. The Department in October 2015 also commenced the administrative preparation to translate qualifying temporary teachers to permanent, which criteria and processes will be similar to those successfully implemented in the 2014 academic year, as indicated below.

2. Criteria

- 2.1 The criteria for a temporary teacher to be considered for translation to permanent are as follows:
- South African Citizenship;
 - Uninterrupted service as fulltime temporary teacher in a public school as from 1 January 2015 (not applicable to bursars). This will exclude teachers who were re-employed in the system as an interim measure after retirement or discharge due to ill health;
 - Qualifications with a Relative Education Qualification Value of at least REQV13, which must include a professional teaching qualification;
 - Teacher Profile to meet the curriculum requirements of the school; and

- The availability of a vacant substantive Teacher post in terms of the approved 2016 post establishment as distributed.

3. Implementation process

- 3.1 In order to facilitate the implementation of the proposal as agreed in the MELRC, a database of all the educators in the Department was obtained from the PERSAL System in October 2015. It should be stressed that said database reflected the information as it appeared on PERSAL at the specific point in time, and the establishment audit was conducted based on the assumption that the information on PERSAL is correct. If the information as on PERSAL was however either incorrect or incomplete, the onus remains on every District HR Component to correct the data on PERSAL in accordance with the verified particulars.
- 3.2 The PERSAL System in October 2015 indicated a total of **3932** temporary contract teachers.
- 3.3 The Department – based on the PERSAL staff records and with due consideration of the criteria as set out above -, as far as possible excluded the following categories of teachers from the pool of temporary teachers to be considered for translation to permanent:
- Dinaledi Teachers;
 - Temporary teachers without South African Citizenship (foreign teachers);
 - Temporary teachers whose appointment date on PERSAL is after 1 January 2015 (excluding bursars), as well as substitute teachers or teachers employed as an interim measure after retirement or discharge due to ill health; and
 - Temporary teachers with qualifications with a Relative Education Qualification Value below REQV13.
- 3.4 The Department however still required the input of the school as to who of the temporary teachers as listed on the attached Addendum A, should be translated to permanent in the available substantive vacant post(s), with due consideration of the remaining 3 criteria i.e.:
- Confirmation that the qualifications of the teacher(s) in question also include a professional teaching qualification;
 - Confirmation that the profile(s) of the teacher(s) in question meet(s) the curriculum requirements of the school;
 - Availability of a vacant substantive Teacher post in terms of the approved 2016 post establishment as distributed.
- 3.5 The status of the project based on the PERSAL download of October 2015 was as follows:

STATUS RE PERMANENTING PROJECT	NO
EXCLUDED - DINALEDI ED	70
EXCLUDED - DUE TO PREV TERM CATEGORY	11
EXCLUDED - NO VACANT PL1 POSTS	145
EXCLUDED - NOT 12 MONTHS ON CONTRACT	1198
EXCLUDED - NOT RSA CITIZEN	836
EXCLUDED - UNDERQUALIFIED	92
REFERRED FOR RECOMMENDATION	1580
TOTAL	3932

3.6 The status of the project per district based on the PERSAL download of October 2015 is as follows:

DISTRICT	SUMMARY OF STATUS - PERMANENTING PROJECT	NO
GERT SIBANDE	EXCLUDED - DINALEDI ED	20
GERT SIBANDE	EXCLUDED - DUE TO PREV TERM CATEGORY	4
GERT SIBANDE	EXCLUDED - NO VACANT PL1 POSTS	44
GERT SIBANDE	EXCLUDED - NOT 12 MONTHS ON CONTRACT	327
GERT SIBANDE	EXCLUDED - NOT RSA CITIZEN	327
GERT SIBANDE	EXCLUDED - UNDERQUALIFIED	59
GERT SIBANDE	REFERRED FOR RECOMMENDATION	521
NKANGALA	EXCLUDED - DINALEDI ED	20
NKANGALA	EXCLUDED - DUE TO PREV TERM CATEGORY	3
NKANGALA	EXCLUDED - NO VACANT PL1 POSTS	40
NKANGALA	EXCLUDED - NOT 12 MONTHS ON CONTRACT	549
NKANGALA	EXCLUDED - NOT RSA CITIZEN	94
NKANGALA	EXCLUDED - UNDERQUALIFIED	16
NKANGALA	REFERRED FOR RECOMMENDATION	592
EHLANZENI	EXCLUDED - DINALEDI ED	22
EHLANZENI	EXCLUDED - DUE TO PREV TERM CATEGORY	4
EHLANZENI	EXCLUDED - NO VACANT PL1 POSTS	41
EHLANZENI	EXCLUDED - NOT 12 MONTHS ON CONTRACT	219
EHLANZENI	EXCLUDED - NOT RSA CITIZEN	195
EHLANZENI	EXCLUDED - UNDERQUALIFIED	14
EHLANZENI	REFERRED FOR RECOMMENDATION	352
BOHLABELA	EXCLUDED - DINALEDI ED	8
BOHLABELA	EXCLUDED - NO VACANT PL1 POSTS	20
BOHLABELA	EXCLUDED - NOT 12 MONTHS ON CONTRACT	103
BOHLABELA	EXCLUDED - NOT RSA CITIZEN	220
BOHLABELA	EXCLUDED - UNDERQUALIFIED	3
BOHLABELA	REFERRED FOR RECOMMENDATION	115
TOTAL		3932

3.7 The Department subsequently in November 2015 issued letters to the 766 relevant schools notifying them of the process to be followed to identify serving qualifying temporary teachers to be translated to permanent in substantive vacant teacher posts.

3.8 The principals of the 766 schools are required to make a recommendation to the Department within 10 working days of receipt of this notification, indicating who of the temporary teachers as listed on the attached Addendum A, should be converted to permanent in the available substantive vacant post(s).

3.9 The principal in question should therefore –

- (a) call a staff meeting and the union representative(s) at the site to inform them of the content of this Letter as well as of the intent to recommend qualifying teacher(s) for permanent appointment;

- (b) at this meeting, discuss with staff in the presence of the union representative(s) the curricular needs of the school and the number of posts available in terms of the approved 2016 post establishment;
- (c) ensure that the selection of qualifying candidates is limited to teachers whose qualifications also include a professional teaching qualification, and is based on the critical curricular needs of the institution as the guiding principle. A temporary teacher should not be recommended for translation to permanent where such translation would render the school unable to cover its critical curriculum needs – for example in relation to scarce skills subjects such as Mathematics or Science. Only if there are more qualifying temporary teachers who meet the curricular needs of the institution than the number of substantive vacant posts, should the principle of “last in first out” (LIFO) be applied as the last resort to select the qualifying teacher(s). LIFO must be calculated from the total number of months or years of uninterrupted service worked by a temporary teacher in public schools;
- (d) immediately after the meeting with the staff, consult with the School Governing Body on behalf of the Department on the matters contained in the Letter as well as Section 6B of the Employment of Educators Act, 1998;
- (e) within 10 working days of receipt of the notification letter make a recommendation in terms of 7(c) for the permanent appointment of the qualifying temporary teachers listed, record such recommendation on the Addendum A which was attached to the notification letter, and re-submit the completed and signed Addendum A to the District’s HR Provisioning component;
- (f) arrange for copies of the completed Addendum A to be filed with the school’s records in case of any enquiries.

4. Conclusion

- 4.1 Members should note that it is not expected that the entire pool of temporary teachers referred for consideration would be translated to permanent, as said teachers still had to be assessed in terms of the 3 criteria listed in paragraph 3.4.
- 4.2 The Department aims to conclude the administration of this Project during December 2015, subject to the timely submission of the completed and signed Addendums A to the District’s HR Provisioning components.