



TO: DEPUTY DIRECTOR GENERALS  
CHIEF DIRECTORS  
DISTRICT DIRECTORS  
CES: CIRCUIT MANAGEMENT  
CES: SNES  
DCES: SNES  
SGB ASSOCIATIONS  
SANASE

**CIRCULAR 130 OF 2023**

**ATTENTION: SPECIAL SCHOOLS PRINCIPALS**

**SUBJECT: EXITING OF DISABLED LEARNERS FROM THE SCHOOLING SYSTEM**

The policy on the GUIDELINES TO ENSURE QUALITY EDUCATION AND SUPPORT IN SPECIAL SCHOOLS AND SPECIAL SCHOOL RESOURCE CENTRES -2014, section 2.2.1 (x) indicates: *"Special schools should introduce exit strategies and transition to work programmes for learners who are older than 18. Schools must motivate why individual learners should remain at school after the age of 18. Such a motivation must outline the programme of curriculum support that will be offered. This motivation must be reviewed on a year-by-year basis and must be approved by the Head of the Provincial Education Department."*

1. It is therefore not compulsory for learners attending special schools to exit schooling at age 18, considering many learners are admitted in special schools later than compulsory admission age of 7
2. In addition, the cognitive age compared with the chronological age of learners with special needs may affect the learner's progression at a Special School.
3. Learners that are disabled may exit schooling at 18 years of age if successful in completing their studies.
4. If learners, including grade 12 learners, are unsuccessful in completing their academic program, the learners may continue with additional years, until the compulsory exit age of 21.
5. The principal must submit a motivation letter, annually, to the HOD for to approve the extension of the learner's academic program.
6. The motivation must indicate that an additional year of support would benefit the learner's progression.
7. All Special Schools are requested to compile a list of learners exiting the system and forward to both district and provincial Inclusive Education coordinators ([ss.naidoo@yahoo.com](mailto:ss.naidoo@yahoo.com)) by the end of the academic year, 13 December 2023. (See the attached template)
8. The contents of this circular must be brought to the attention of all parents of Special Schools.

**MR. G.N. Ntseko**

**HEAD OF DEPARTMENT: EDUCATION**

20/2/24

**DATE**



**KWAZULU-NATAL PROVINCE**

**EDUCATION**  
REPUBLIC OF SOUTH AFRICA

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**CHIEF DIRECTORATE:**

**Rural & Inclusive Education**

**Date:** 20 November 2023

**MEMO**

**ATTENTION: MR G.N NGCOBO**  
**HOD: EDUCATION**

**SUBJECT: EXIT AGE OF DISABLED LEARNERS**

1. In responding to Disability Parliament 2022 resolutions - to provide guidelines on the exit age of learners at Special schools, an instruction through a circular to this effect is attached for the HOD to approve and distribute to all stakeholders of Special Schools on the compulsory exit age of learners in Special Schools.
2. Please find attached consolidated resolutions for Disability Parliament 2022 – slide 14

**MRS T.P.J KHOZA**

**CHIEF DIRECTOR: RURAL AND INCLUSIVE EDUCATION**

20/11/2023  
**DATE**

Supported by:

**MRS. W H HADEBE**

**DDG: INSTITUTION DEVELOPMENT SUPPORT**

15/02/2024  
**DATE**



Private Bag X9137, Pietermaritzburg, 3200

**Date:** 20 November 2023

DISTRICT: \_\_\_\_\_

NAME OF SCHOOL: \_\_\_\_\_

**PRINCIPAL:** \_\_\_\_\_

YEAR	ENROLMENT		NO. OF LEARNERS THAT EXITING	
	BOYS	GIRLS	BOYS	GIRLS
2023				

[illegible]



**KWAZULU-NATAL PROVINCE**  
**OFFICE OF THE PREMIER**  
REPUBLIC OF SOUTH AFRICA



# OFFICE OF THE PREMIER

## REPORT ON THE DISABILITY PARLIAMENT RESOLUTIONS 2022

GROWING KWAZULU-NATAL TOGETHER



## PURPOSE

The purpose of this report is to appraise the Members of the KZN Legislature and the Disability Sector on the progress made in the coordination of the Disability Parliament Resolutions held at uKhahlamba LM/uThukela District on 03 December 2022.





DEPARTMENT	ACHIEVEMENT	STATUS
Department of Provincial Treasury	Report Submitted	
Department of Education	Report Submitted	
Department of Economic Development, Tourism and environmental Affairs	Report Submitted	
Department of Cooperative Governance and Traditional Affairs	Report Submitted	
Department of Social Development	Report Submitted	
Department of Transport	Report Submitted	
Department of Health	Report Submitted	
Department of Community Safety & Liaison	Report Submitted	
Department of Human Settlement	Report Submitted	
Department of Sport, Arts and Culture	Report Submitted	
Office of the Premier	Report Submitted	
Department of Agriculture and Rural Development	No report Submitted	



## ACRONYMS

HOD	Head of Department
APP	Annual Performance Plan
PWD	People/Persons with Disabilities
OTP	Office of the Premier
NSNP	National Schools Nutrition Programme

# DEPARTMENT OF PROVINCIAL TREASURY 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS																
That the document presented by the Office of the Premier only covered the bursary programme offered to persons with disabilities.	That in future, a comprehensive report be presented covering the number of persons with disabilities employed by the Department as well as the programmes that the Office of the Premier offers for persons with disabilities.	<ul style="list-style-type: none"><li>Maintain statistics for PWD.</li><li>Offer Development Programmes to PWDs.</li></ul>	<p>The following statistics reflects the number of employees with disabilities on the permanent establishment of the Department.</p> <table><tr><td>African Male</td><td>2 (1 @ level 7 &amp; 1 @ level 6)</td></tr><tr><td>African Female</td><td>2 (level 5)</td></tr><tr><td>Indian Male</td><td>1 (level 9)</td></tr><tr><td>Indian Female</td><td>1 (Level 5)</td></tr></table> <p>The table below indicates PWDs appointed against Youth Development Programmes in the Department</p> <table><tr><td>African Male</td><td>2 (1 @ level 7 &amp; 1 @ level 6)</td></tr><tr><td>African Female</td><td>2 (level 5)</td></tr><tr><td>Indian Male</td><td>1 (level 9)</td></tr><tr><td>Indian Female</td><td>1 (Level 5)</td></tr></table>	African Male	2 (1 @ level 7 & 1 @ level 6)	African Female	2 (level 5)	Indian Male	1 (level 9)	Indian Female	1 (Level 5)	African Male	2 (1 @ level 7 & 1 @ level 6)	African Female	2 (level 5)	Indian Male	1 (level 9)	Indian Female	1 (Level 5)
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# DEPARTMENT OF PROVINCIAL TREASURY 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That the internship and job opportunities only caters mainly for people between the age of 18 to 35 which is disadvantageous to many people especially those with disabilities.	That the age restriction when it comes to employment opportunities be increased to 42 years to accommodate persons with disabilities who tend to finish school at a later age.	Extend the age category for the intake of candidates on development programmes to 42 for PWDs noting that there is no age restriction for recruiting for permanent posts.	To be implemented in the next intake of candidates on development programmes, since selection and appointment processes have been finalised for current and 23/24 intake. Any replacement requests/ additional requests will include candidates between the age groups 18-42.  Time Frame <b>January 2024</b>

# DEPARTMENT OF PROVINCIAL TREASURY 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That there is no budget dedicated for persons with disabilities in government departments.	That all government departments should have a ring-fenced budget for disability use which shall be audited. That the Departments include disability programmes in their APPs	Each department has autonomy over their own budget and should have allocation towards disability related interventions.	KZN Provincial Treasury has funds within its various line items and has not ring fenced funding. Funding has been provided for COE, bursaries, internship, Reasonable Accommodation and Assistive Devices.  Targets have been set to procure from Companies owned by Persons with Disabilities from the current financial year which is 3 %.  The SCM procurement spend for KZN PT for Q1 of 2023/24 shall become available by 10/07/23 and shall be emailed to OTP.

# DEPARTMENT OF PROVINCIAL TREASURY 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That persons with disabilities do not have equal and fair opportunities to bid for government tenders.	That a set-aside allocation be made for persons with disabilities to benefit from government tenders such as the in the National Schools Nutrition Programme (NSNP).	The Preferential Procurement Regulations (PPFA) Regulations of 2022 allows for point allocations during procurement processes.	<p>KZN PT has trained the various organs of state in the Province on the new PPFA, Regulations which has been implemented since 16/01/23.</p> <p>PT SCM policy includes preference being given to PWD and bid specifications include the allocation of points in this regard</p> <p>Sessions were held with PWD to understand the procurement legislation and practical sessions to address shortcomings and challenges in SCM processes and proposals made.</p>

# DEPARTMENT OF PROVINCIAL TREASURY 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
Transversal Resolution	<p>It is resolved that all government departments and municipalities must have specific programmes and allocations targeted for people with disabilities.</p>	<ul style="list-style-type: none"> <li>• Maintain the provision of funding for Reasonable Accommodation and Assistive Devices.</li> <li>• Target advertise for PWD.</li> <li>• Maintain EE statistics and distribute quarterly.</li> <li>• Target PWD for development programmes.</li> <li>• Distribute quarterly disability related article/s.</li> <li>• Commemorate International Disability Day.</li> <li>• Quarterly Disability Committee meetings.</li> <li>• Annual disability audit.</li> </ul>	<ul style="list-style-type: none"> <li>• Funding is available for Reasonable Accommodation and Assistive Devices. No new devices were procured in the quarter.</li> <li>• All adverts includes the targeting of PWD and the accommodation with regards to drivers license. Social partners assist in distributing the job opportunities e.g. chambers and associations The recent adverts for Internships was distributed to disability focal persons at academic institutions.</li> <li>• EE statistics are distributed quarterly to SMS. The current statistics is 1,6 %.</li> <li>• The quarterly Disability Committee meeting took place on 20<sup>th</sup> June 23. A number of suggestions to improve the accommodation of employees with disabilities were raised.</li> </ul>



## DEPARTMENT OF EDUCATION 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
Schools for persons with disabilities are far too expensive, some costing way above the social grant.	Funding similar to NSFAS to be provided to the school going children with disabilities to help fund their children.	The department is providing school subsidy allocation to reduce costs incurred by the schools. The Department policy for exemption from school fees can cater to the needs of indigent families.	Subsidy provided to all special schools for 2023/24. 1 <sup>st</sup> tranche completed in June 2023 2 <sup>nd</sup> tranche completed in September 2023. 3 <sup>rd</sup> tranche due at end of academic year.
Full – service schools are located very far from communities and majority of them do not have boarding facilities	The Department constructs additional boarding schools and full service schools with facilities to cater for people with disabilities	Noting that the SIAS policy of the DoE provides guidance for all mainstream schools to cater for learners who require moderate levels of support. Learners that require more specialized support because of their disability must be admitted in a special school.	The DoE facilitates activities to support Mainstream schools on Inclusive education programs. Thus far, 733 educators from mainstream schools have been trained in SIAS, which constitutes 29% of the target.



# DEPARTMENT OF EDUCATION 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
<p>There was a special school which was to be built in Bergville, the construction of which was halted at the inception stage and instead there have now been houses built in that site.</p>	<ul style="list-style-type: none"> <li>The department of education provides a detailed report regarding the plan for the construction of the school which was to be built in 2015.</li> <li>The plans to resuscitate the project be made urgently as the community of Bergville is still in need of a school to cater for children with disabilities</li> </ul>	<p>The project is a community initiative – no report required.</p> <p>The DoE will conduct a feasibility study to determine the need for a special school in the community. Processes to follow once study is finalized.</p>	<p>No report required from DoE</p> <p>Management plan developed for the initiation and facilitation for the study to commence</p> <p>Consultative meeting held with District (19/09/2023) – to conduct situational analysis to determine:</p> <ul style="list-style-type: none"> <li>the vicinity of the proposed school</li> <li>Primary category of disability</li> <li>Establish number of learners from Bergville travelling to the 2 current special schools in Escourt and Ladysmith,</li> </ul>

# DEPARTMENT OF EDUCATION 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That in schools, teachers who deal with children with disabilities get regular trainings on the different types of disabilities.	the same capacitation that is provided to teachers be provided to parents and family members of learners with disabilities as well.	The DoE is to conduct awareness and advocacy programs to orientate parents on how to deal with disabilities of learners. These programs will be de-centralized and conducted by districts at school level, according to the nature of disability.	<p>Guidelines provided to districts and Specific Schools as resource centers for the actioning of these orientation sessions and capacitation of community members and parents. Activities are ongoing through District mandates</p> <p><b>How Many District done</b></p> <p>Thus far a total of ..... Districts have conducted orientation workshops on</p> <p>1. <i>Mahlengi to check reports</i></p>

# DEPARTMENT OF EDUCATION 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That the Department has procured buses to transport learners with disabilities to and from schools.	(a). That the disability structure be involved when specifications are crafted as some buses recently bought by the Department of Education are not suitable.	A needs analysis will be collated from schools to determine the specification of buses to be procured and adapted.	<p>Audit conducted on the status of buses as well as the requirements at each school.</p> <p><b>When and the out come</b></p> <p>The initial audit was conducted in 2019 and updated annually to include the provision of the new buses and the de-commissioning of un-roadworthy buses</p> <p>Whilst the initial audit in 2019, concluded a need for 55 buses and thus far the DOE has provided 33 buses from 2019, the target is constantly moving, since buses are being decommissioned annually as well as the need for the acquisition of new buses to accommodate the increased enrolment and establishment of new schools.</p> <p>In addition, a meeting held with the 12 district coordinators of Special schools in February 2023 to provide information on the specification of buses relative to the terrain or conditions the buses need to travel within their districts.</p>
That when these buses have breakdowns, it takes too long to have repaired and back on the road.	The Department Prioritise the repairs to this special busses	Consultation Meeting with DoT (responsible for maintenance of Fleet), resolved to fast track protocols for assessment and repair	<p>Buses have been procured through Dept. of transport. Manufacturing process has commenced – expected delivery in November 2023</p>

# DEPARTMENT OF EDUCATION 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
There seems to be an understanding that government policy states that a child must leave school at the age of 18 years and that this policy seems not to as understood	This situation, when it comes to children with disabilities must be corrected through circular being issued to all special schools in order to avoid a situation where children with disabilities are expected to leave at the age of 18	<p>A circular to this effect will be issued by the HOD to all special schools providing clear guidelines for the exit of learners in special Schools.</p> <p>Conduct Advocacy and orientation programs with schools and district officials on admission and exit strategy for learners in Special schools</p>	<p>Circular en-route to HOD for signature.</p> <p>Monthly meetings are conducted with Inclusive education coordinators to provide guidance to special schools on exit strategy for learners.</p> <p><b>Up date on the circular?</b></p> <p>The dept. has instructed all stakeholders of special schools, through a circular, on the compulsory exit age of learners at Special schools.</p>



## DEPARTMENT OF EDUCATION 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That there are two different budget programmes for funding of public schools, programme 2 for public ordinary schools and programme 4 for public special schools, therefore learners with disabilities in public ordinary school are not funded,	<p>a) That all Departments should have a ring-fenced budget for disability use which shall be audited.</p> <p>b) That the Departments include disability programmes in their APP's.</p>	Intervention from Inclusive Education at national level is required to provide guidelines for the funding of learners with disabilities in Mainstream schools	<p>Consultations are ongoing with DBE to fund programs of support to learners with disabilities and the development of norms and standards for all learners with special needs irrespective of institutions</p> <p><b>Specific please</b></p>



## DEPARTMENT OF ECONOMIC DEVELOPMENT, TOURISM AND ENVIRONMENTAL AFFAIRS 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That some government officials are difficult to reach out to for following up on issues of persons with disabilities.	The Department must find a way to make officials more accessible for following up on issues of persons with disability.	People with Disability Unit to be implemented in 2023/24	<p>Since the beginning of 2023/24 EDTEA has established a dedicated unit for people with Disability. The unit is responsible for the implementation and coordination of programmes aimed at empowering People with Disability.</p> <p>The office is building a good relationship with District Coordinators in the Disability sector to ensure that it is accessible to everyone in the Province.</p> <p>The office is also building a good relationship with the Disability Forums and the Special programs offices across all Municipalities.</p> <p>EDTEA supports Disability events and initiatives by the Disability sector.</p> <p>EDTEA has the following action plan for 2023/24:</p> <p>Currently in SCM Process:</p> <ul style="list-style-type: none"> <li>• Development of People with Disability Strategy</li> <li>• Training and mentorship for District Chambers</li> </ul> <p>Ongoing engagement / workshop / information sessions planned to be rolled out in Districts</p>

# DEPARTMENT OF ECONOMIC DEVELOPMENT, TOURISM AND ENVIRONMENTAL AFFAIRS 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That the Operation Vula application cycles are not clear and further that there is no funding targeted specifically for persons with disabilities	The Department must indicate clear dates for opening and closing of Operation Vula funding applications and further that there must be funding that is set aside and targeted for persons with disabilities. The same to be the case with all types of funding that is available within the government departments and municipalities.	Operation Vula Fund requirements should be straight forward and easy to understand through a revised policy.	<p><b>After completion of 1<sup>st</sup> window in 2022 OVF Policy was revised as follows:</b></p> <p>Tier 1 R1.00 - R50 000.00 (Informal economy)</p> <p>Tier 2 R50 001.00 - R300 000.00</p> <p>Tier 3 R300 001.00 - R2 000 000.00</p> <p>The OVF will give priority to Gender, Youth and people with Disability targeting a National Target of 2% for People with disability to be met.</p> <p>Forms were revised with Tier one made in both English and Vernacular language.</p> <p>The OVF second window was opened on the 19<sup>th</sup> of May and closed on the 20<sup>th</sup> of June.</p> <p>The department will now be engaging on the admin compliance as the 1<sup>st</sup> phase of evaluation of application</p>

# DEPARTMENT OF ECONOMIC DEVELOPMENT, TOURISM AND ENVIRONMENTAL AFFAIRS 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That Youth employment age limit is 35.	This age limit must be reviewed from 35 to 42 and increased when considering job applications of persons with disabilities as they tend to finish their education later in life.	People with Disability Unit to be implemented in 2023/24 responsible for supporting people with Disability at any age.  EDTEA cannot unilaterally change the Youth limit of 35 year , it applies nationally	EDTEA is committed to supporting all the vulnerable groups , even the ones who have passed the age of 35.  On the 16 of May the department held B-BBEE Business Awards to recognise SMME who are making strides in their businesses. All District were invited and 180 PWD participated.  The awards had a PwD category where winners bagged : R100K, R80K & R50k respectively. They were all above 50 years of age.  Ongoing support for all vulnerable groups to access opportunities presented by the Department and its Public Entities

## DEPARTMENT OF ECONOMIC DEVELOPMENT, TOURISM AND ENVIRONMENTAL AFFAIRS 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That some government officials are difficult to reach out to for following up on issues of persons with disabilities.	EDTEA officials who work with EDTEA officials contact details are the Disability sector are always always supplied to everyone in available to assist when attendance required. The point of contact is the Disability Forums and the Disability Forums is the best point Special programs offices across of contact all Municipalities,		<p>EDTEA supports Disability events and initiatives by the Disability sector.</p> <p>All the District are visited as per our yearly plan</p> <p>The Disability sub programme will be rolled out as a stand alone in the 2023/24 Financial year</p>



## DEPARTMENT OF COOPERATIVE GOVERNANCE & TRADITIONAL AFFAIRS 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That not all municipalities have disability desks and that in some municipalities, disability desks are not fully functional	i. That COGTA should monitor the implementation of the disability framework, monitoring of policies guiding persons with disabilities to establish if these desks do take care of the issues of persons with disabilities.	To monitor the implementation of the disability framework by municipalities;  To monitor municipalities on the functionality of the disability desk & their response to issues of PwD	The disability framework was presented at a provincial workshop held with all municipalities on the 19 May 2023. This is also dependent on the Office of the Premier finalisation and roll-out of the Provincial Disability Policy.  COGTA held a provincial workshop with all municipalities on the 19 May 2023 to monitor the functionality of disability desk. COGTA will be holding quarterly municipal sessions to monitor municipalities on this aspect.
	ii. That Disability Framework prescripts on Disability Forums be located in the offices of Mayors.	<b><i>The Office of Premier is responsible for the establishment and functionality of these forums.</i></b>	
	iii. COGTA to ensure that all HOD offices in all government departments oversee and monitor adherence to the Framework by all units within departments.	<b><i>The Office of Premier is responsible for the establishment and functionality of these forums.</i></b>	



## DEPARTMENT OF COOPERATIVE GOVERNANCE & TRADITIONAL AFFAIRS 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That not all municipalities have disability desks and that in some municipalities, disability desks are not fully functional	iv. That the Portfolio Committee on COGTA also conducts its own oversight to check if municipalities are indeed adhering to the regulation that speaks to the establishment of disability desks in municipalities.	To communicate and assess municipalities on the establishment and functionality of disability desks in municipalities	At a provincial workshop held with all municipalities on 19 May 2023, this was communicated however COGTA will continue to monitor the functionality on a quarterly basis thereof.
	v. Municipalities without disability desks to be compelled to establish them.	To communicate to all municipalities on the establishment of a disability desk with a dedicated focal person	At a provincial workshop held with all municipalities, the establishment of disability desk with a dedicated focal person was communicated however COGTA will continue to monitor functionality on a quarterly basis.
	vi. Disability desk employees in district municipalities to be invited by the Legislature to attend the Disability Parliaments going forward and be given slots during the Commissions to present their respective reports		<b><i>COGTA is not responsible for this function.</i></b>

# DEPARTMENT OF COOPERATIVE GOVERNANCE & TRADITIONAL AFFAIRS 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That there are 5 municipalities that have not employed persons with disabilities and 40 municipalities that have recorded below 2% on the issue of employment of persons with disabilities.	<p>i. That the Department writes to these municipalities with an aim to get reasons for this and establish the plans they have to meet the obligation of the 7% equity.</p> <p>ii. That the Committee on COGTA sources reports from the municipalities detailing plans how the municipalities intend to improve this target to meet the 7% threshold.</p>		<i>The Department of Labour is responsible for the implementation of the Employment Equity Plans and should enforce measures to ensure compliance by municipalities. The Employment Equity Plans (EEP) are submitted to this department directly online.</i>

## DEPARTMENT OF COOPERATIVE GOVERNANCE & TRADITIONAL AFFAIRS 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That COGTA has reported to have employed 500 persons with disabilities in their EPWP programme, yet majority of persons with disabilities are not aware of such employment opportunities	<p>i. That COGTA improves on their communication of such employment opportunities to the Sector as there are districts who have not benefited from this programme.</p> <p>ii. That persons with disabilities be given an opportunities to hold supervisory positions within the EPWP programme in the future</p>	<p>i. To engage NPO, NGO, CBO and other organisation in order to ensure that PWD are inducted and included in the Community Work Programme.</p> <p>To implement the above initiative through the Provincial Steering foun (PSC), Provincial Coordinating Forum (PCF) and the Local Reference Committees( LRC).</p> <p>ii. To engage the local structures within the Districts through the EPWP District Forum to prioritise People living with disability for Supervisory positions.</p>	<p>i. The Local Reference Committees, Provincial Steering Committee, Municipal Champions, Councillors have been engaged on opportunities available for people living with disabilities. Such engagements, additional 150 employment opportunities for people living with disabilities have been created. This bring the total number of the disabled to 673.</p> <p>ii. This issue was also raised during focus week (Municipalities and Provincial Departments) which took place from 20 February till 09 March where COGTA strongly advocated for inclusion of people living with disabilities.</p>
That there is poor representation of persons with disabilities in Ward Committee structures.	That all wards should have disability representative in Ward Committees and measures be put in place to encourage compliance with this requirement.	To communicate to all municipalities on the representation of persons with disabilities in all ward committees at the ward functionality exercise conducted on a quarterly basis	Municipalities have been encouraged through Public Participation Steering Committee, District Public Participation Forum Meetings and Speakers Forum Meetings to assess the representation of Disabled people in their ward committees and to strengthen measures through their internal policies to ensure representation of disabled people in all ward committees.

# DEPARTMENT OF COOPERATIVE GOVERNANCE & TRADITIONAL AFFAIRS 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That COGTA only has a focal person and does not have a person that focuses specifically on issues pertaining to people with disabilities.	That the Department employs a suitable person who will deal specifically with issues of persons with disabilities.	Disability Focal person appointed that deals with all issues of persons with disabilities.	Disability Focal person appointed that deals with all issues of persons with disabilities.
That there is no budget dedicated for persons with disabilities in municipalities.	<p>i. That all municipalities should have a ring-fenced budget for disability use which shall be audited.</p> <ul style="list-style-type: none"> <li>• Prepare generic letter requesting them to allocate budget for persons with disability.</li> <li>• Analyze draft annual budget to confirm that budget for persons with disability is allocated.</li> </ul> <p>ii. That the municipalities include disability programmes in their IDPs</p> <ul style="list-style-type: none"> <li>• Analyse Final budget to confirm that budget for disability is allocated.</li> </ul>	<p>ii. Part of the IDP Credibility Assessment is the Guide and expectation for Municipalities to include issues and Programmes for Vulnerable groups, including people living with disabilities.</p>	<p>New budgets of 54 Municipalities will be assessed for confirmation of disability allocations and reports, once confirmations are obtained municipalities will be contacted to established the activities or programmers that will be undertaken for the disabled community members.</p> <p>ii. Municipal IDPs include issues and Programmes for Vulnerable groups, including people living with disabilities.</p>



## DEPARTMENT OF COOPERATIVE GOVERNANCE & TRADITIONAL AFFAIRS 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That there is no budget dedicated for persons with disabilities in government departments.	i. That all government departments should have a ring-fenced budget for disability use which shall be audited.	To set-aside a budget for disability use	The department has allocated 60% of the procurement plan budget for the vulnerable groups that is inclusive of disability.
	ii. That the Departments include disability programmes in their APPs	To ensure the department's APP is inclusive of disability programmes.	Diversity Management Programmes are included on the APP



## DEPARTMENT OF TRANSPORT 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
Department of Transport is failing to fill vacancies and to meet equity targets.	The Department must consult disability forums when there are opportunities for persons with disabilities	<p>OTP is consulting with disability forums,</p> <p>Therefore, the Department is in the process of liaising with OTP with regards to distributing posts to disability forums which are being advertised .</p>	<p>The Department currently has 64 Employees with Disabilities of which 1 is at SMS level; 2 are at Middle Management level; 8 are at Junior Management level; and 53 are at salary level 8 and below. The representivity of Persons with Disabilities within the Dept. is currently at 1.83 percent. Even though the Department has a deficit of 0.17 percentage when compared to the required minimum representivity of PWDs in the Public Service, however, there has been a tangible improvement in the employment of Persons with Disabilities within the Department due to the implementation of deliberate initiatives in support of employment and promotion of people from the PWDs group and also the management support.</p> <p>The Department does consult with the Office of The Premier when there are posts being advertised that require PWD'S.</p>

## DEPARTMENT OF TRANSPORT 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That the department's presentations focuses on districts and lacks information about smaller municipalities	Smaller Municipalities must be included when the reports are compiled and submitted.	Directorates were encouraged to report on local Interventions and programs	<p>The Department is planning the Pre-tender training targeting SME's in smaller municipalities hence the reporting will include local municipalities.</p> <p>The reporting templates are being rectified to include smaller municipalities.</p>

## DEPARTMENT OF TRANSPORT 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That the White Paper on the Rights of Persons with Disabilities has set the minimum employment target for persons with disabilities to 7%.	<p>i. The Department must consult the White Paper on the Rights of Persons with disabilities thoroughly</p> <p>ii. The Department must consider inviting Disability Forums to workshop the department on different kinds of disabilities so that departmental officials can have a balanced perspective of the different kinds of disabilities.</p>	<p>A pilot workshop was conducted by the Liberation of Disability People Abilities in April 2022, however the association had requested for their members to be trained on various Programmes, which had to then be sourced via SCM. HRD had requested Empowerment Programmes to assist as they have plans to roll out training for PWDs and were informed that SCM processes were still in progress. HRD will outsource these workshops in the 2023/24 financial year.</p>	<p>Disability Management training is being offered by NSG, however NSG advised on 29 June 2023, that the programme is on hold due to accreditation issues.</p> <p>HRD will be making follow ups in this regard.</p> <p>HRD will include these workshops in the Workplace Skills Plan 2023/24.</p>

## DEPARTMENT OF TRANSPORT 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
Department of Transport is failing to fill vacancies and to meet equity targets.	The Department must consult disability forums when there are opportunities for persons with disabilities	OTP is consulting with disability forums, Therefore, the Department is in the process of liaising with OTP with regards to distributing posts to disability forums which are being advertised .	The Department currently has 57 Persons with Disabilities of which 3 are Middle Management and 54 are Junior Management and below. The percentage of Persons with Disabilities currently is 1.32 percent. Even though the Department has not been able to reach the 2 percent, however, there has been an improvement in the employment of Persons with Disabilities within the Department.
That the department's presentation focuses on districts and lacks information about smaller municipalities.	Smaller Municipalities must be included when the reports are compiled and submitted.	Planning of programs will include Local Municipalities. The Department of Transport reporting will include information about Local municipalities.	The percentage of Persons with Disabilities currently is 1.32 percent.

What is the Progress ?



## DEPARTMENT OF SPORT, ARTS AND CULTURE 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
<p><b>That the White Paper on the Rights of Persons with Disabilities has set the minimum employment target for persons with disabilities to 7%.</b></p>	<p>i. The Department must consult the White Paper on the Rights of Persons with disabilities thoroughly</p>	<p>A pilot workshop was conducted by the Liberation of Disability People Abilities in April 2022, however, the association had requested for them members to be trained on various Programmes, which had to then be sourced via SCM. HRD had requested</p>	<p>Training will be provided once SCM processes have been finalized.</p>
	<p>ii. The Department must consider inviting Disability Forums to workshop the department on different kinds of disabilities so that departmental officials can have a balanced perspective of the different kinds of disabilities.</p>	<p>Empowerment Programmes to assist as they have plans to roll out training for PWDs and were informed the at SCM processes were still in progress.</p>	<p>HRD will outsource these workshops in the 2023/24 financial year should the Disability Forums not assist with workshops.</p>

## DEPARTMENT OF SPORTS, ARTS & CULTURE 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
<p>i. The poor planning of the provincial and district disability games that do not cater for the disability needs in terms of transport and accommodation.</p> <p>ii. Participation of coaches and sport assistants that do not understand disabilities</p> <p>iii. Lack of classification of disabilities for purposes of competing</p>	<p>The department must include the sector in planning programs directed to them to prevent discomfort and unfairness</p>	<ul style="list-style-type: none"> <li>The Department does include all District Disability Structures in the planning of the Provincial Disability Games.</li> <li>However, the Department will implement a Disability Games Workshop with representation from the Department, the Sport Confederation, Federations, District Municipalities and all District Disability Structures, with the main focus on the implementation of the Disability Games programme.</li> <li>The workshop will look into the needs of all various categories of persons with disabilities to ensure that they are better catered for, within the set budget, taking into account the various classifications.</li> <li>The Department will look into ensuring those responsible for implementing disability programmes obtain the requisite skills enabling them to implement within the sector.</li> </ul>	<p><b>What is the progress to date?</b></p>

## DEPARTMENT OF SPORTS, ARTS & CULTURE 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
The lack of training for coaches of different sport codes for persons with disabilities and lack of information on how to access such trainings that the Department provides.	The Department must share information with the sector at a district level in order for the sector to access such training.	The Department and the Sport Confederation will be a the forefront of all Districts forming Disability Sport Structures to address the needs specific to the sporting sector.	eThekweni is the only district with a Disability Sport Structure

## DEPARTMENT OF SPORT, ARTS & CULTURE 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That tertiary institutions provide support to the students with disabilities to compete in sport at various levels.	The Disability unit within tertiary institutions must work with the Department to promote sport for persons with disabilities.	Meetings with Tertiary institutions disability and sport structures will be held to ensure that disability sport within tertiary institutions is supported	Progress to date ?
The non-participation of persons with disabilities in the SA Champs for the disabled at a national level and lack of support by the Department to assist the sector from underdeveloped areas to participate in national and international tournaments.	The Department must support the sector to participate at different levels of sports games such as SALGA, SA Champs and other games.	<ul style="list-style-type: none"> <li>The department does support the sector in a number of interventions related to the disability sector</li> <li>Through the School Sport Programme, the Department supports disability through LSEN</li> <li>The SALGA KZNDSAC Games are jointly funded by DSAC, SALGA &amp; District Municipalities. Incorporating Disability Sport into the games would require a further financial commitment from SALGA and District Municipalities. The Disability Games are funded solely by DSAC with attire support from the Districts</li> <li>The Disability Games also have specific requirements in terms of playing venues and accommodation facilities that not all hosting districts would be able to adhere to</li> <li>In 2022 a task team consisting of DSAC, Sport Confed, and Disability Structures looked at different possible playing venues for the Disability Games. The forum reported back to the organising forum and it was agreed that eThekweni would host the 2022 Disability Games</li> </ul>	



## DEPARTMENT OF SPORTS, ARTS & CULTURE 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
	<p>ii. The Department must familiarize itself with correct terminology and work with federations like KZN Sport Association for the Physically Disabled (KZNSAPD) and South African Sport Association for the Physically Disabled (SASAPD).</p>	<ul style="list-style-type: none"> <li>The department supports a number of organisations, including the KZNSAPD that falls under SASAPD. The department recently supported KZNSAPD for the SASAPD Toyota Championship for the Physically Disabled and Visually Impaired athletes, that took place in Gauteng from 17t-22 March 2023.</li> <li>The Department also supported the KZN Blind Cricket National Tournament and the KZN Team participating at the tournament.</li> <li>The Department also supported KZN Team that had a contingent of 36 that participated in the National Deaf Championships from 24 – 27 March 2023.</li> </ul>	<p>Progress to date ?</p>

## DEPARTMENT OF SPORTS, ARTS & CULTURE 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
Lack of presence of the department at the grassroots level in as far as arts and culture is concerned	There should be specific programmes for arts and culture engaging the disability sector in that unearth, nurture, develops order to develop specific and showcase talent for persons with disabilities	<ul style="list-style-type: none"> <li>• The Department has begun specific programmes for arts and culture that unearth, nurture, develops and showcase talent for persons with disabilities.</li> <li>• Southern District Office hosted Disability Indaba;</li> <li>• Southern District Office hosted art exhibition at South Coast;</li> <li>• Northern District Office provided training on the use of art instruments</li> <li>• A consultative dialogue is planned for the 1<sup>st</sup> Quarter for artists with disability in Northern District.</li> </ul>	Progress to date

## DEPARTMENT OF COMMUNITY SAFETY AND LIASON 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
1. That the Department only has a focal person and does not have a person that deals specifically to issues of disabilities.	1. That the Department employs a suitable person who will be dedicated to issues of disabilities.	1. The new organisational structure of the department is being developed and will provide for a dedicated person. However, in the interim a focal person has been designated.	Progress ?
2. A number of disabled youth getting involved in criminal activities such as selling of drugs.	That Community Safety and Liaison Department must initiate programmes to educate persons on the danger of engaging in criminal activities.	Intervention ?	2. 88 crime awareness programmes for youth and 154 programmes for vulnerable groups were conducted by the department from 2020 to 2023.

## DEPARTMENT OF HEALTH 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
1. There is no budget dedicated for persons with disabilities in government departments.	<p>a) That all Departments should have a ring-fenced budget for disability use which shall be audited.</p> <p>b) That the Departments include disability programmes in their APP's.</p>	<p>The Department allocates budgets to address needs of persons with disabilities for the following areas on the annual basis:</p>	<ol style="list-style-type: none"> <li>1) Assistive devices for persons with disabilities</li> <li>2) Community Based Rehabilitation Services</li> <li>3) Wheelchair repair and maintenance services</li> <li>4) Service Level Agreements with NGOs and Disabled People Organisations</li> <li>5) Rehabilitation Services (Physiotherapy, Occupational therapy, Speech therapy, Audiology)</li> <li>b) The Department has included disability programmes such as Community Based Rehabilitation, Orientation and Mobility Services; and wheelchair repair services in its Annual Operational Plan. The Department will include disability programmes in its APP in the next financial year.</li> </ol>
2. Lack of support for persons with disabilities with assistive devices,	2. The Department must ensure that persons with disabilities have the necessary assistive devices.		<ol style="list-style-type: none"> <li>2. The Department has a dedicated budget for assistive devices for persons with disabilities on the annual basis. All assistive devices for persons with disabilities are procured and issued according to the Provincial Assistive Devices Policy and Guidelines.</li> </ol>
<p>The bad attitude of health care workers towards persons with disabilities and ill-treatment of persons with disabilities in health care institutions such as GJ Crookes, which continues to</p>	3. The Department provides attitudinal training to employees to avoid offensive behaviour and maintain discipline to its employees to improve on service delivery and patient	3. The Department provides disability sensitization training on its employees including the staff members at GJ Crookes Hospital	<p>Furthermore, the Department has put in place relevant structures/resources such as Hospital and Clinic Boards/ Committees; Facility PROs; and Suggestion boxes which assist in dealing with negative attitude towards to all clients seeking health services including persons with disabilities.</p>



## DEPARTMENT OF HUMANSETTLEMENT 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
<p>The need for RDP houses for persons with disabilities with the correct specifications that cater for the needs of disabilities. Persons with Disabilities inherit houses that are not modified for their needs.</p>	<p>The Department accelerates the housing programme for the persons with disabilities to speedily access their RDP houses and for each house to cater for the specified needs of the beneficiary</p>	<p><b>Progress ?</b></p>	<p>The Departmental has amended the policy that will allow a household that has person who is leaving with disability to receive his or her own house. This would mean that in home stead if there is a member of family who is leaving with a disability there will get a dedicated house with all the equipment that will accommodate the specific disability as recommended by the District Surgeon.</p>
	<p>The Department must ensure that houses inherited by persons with disabilities are modified to cater for their disabilities.</p>	<p><b>Progress ?</b></p>	<p>The Departmental has amended the policy that will allow a household that has person who is leaving with disability to receive his or her own house. This would mean that in home stead if there is a member of family who is leaving with a disability there will get a dedicated house with all the equipment that will accommodate the specific disability as recommended by the District Surgeon.</p>

## DEPARTMENT OF HUMANSETTLEMENT 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
	<p>The Department must stop hiring "consultants" for specifications for houses for persons with disabilities and instead must use services of Chairpersons of the Districts to assist with correct specifications</p>	<p><b><u>Amajuba, iLembe and uMkhanyakude Districts</u></b></p> <p>Resolution has been noted. The Districts plan to comply with the resolution once an appointment has been made.</p> <p><b><u>uMgungundlovu, Harry Gwala, eThekwini, Zululand and King Cetshwayo Districts</u></b></p> <p>The project at the profiling stage-the Districts plan to comply with the resolution once they have reached the housing design stage.</p> <p><b><u>uMzinyathi District</u></b></p> <p>The District plans to comply with the resolution once they reach the housing design stage</p> <p><b><u>uThukela District</u></b></p> <p>The District plans to comply with the resolution once they reach the housing design stage.</p> <p><b><u>uGu District</u></b></p> <p>The Department is currently undertaking exercise to identify and locate disabled beneficiaries within various districts including uGu. Chairpersons of District Disability Forums and District Task Teams (DTTs) utilized in identifying beneficiaries. Once process is complete, Project management unit will procure services to construct top structures for qualifying beneficiaries. Houses to be constructed</p>	<p><b><u>Amajuba Municipality, iLembe and uMkhanyakude Districts:</u></b></p> <p>Project is awaiting appointment.</p> <p><b><u>uMgungundlovu; Harry Gwala, eThekwini, Zululand and King Cetshwayo Districts:</u></b></p> <p>The project is at the verification stage.</p> <p><b><u>uMzinyathi District:</u></b></p> <p>Social facilitation and data collection are on-going</p> <p><b><u>uThukela District:</u></b></p> <p>Service Provider appointed for the verification of beneficiaries. Inception meeting took place with all Municipalities.</p> <p><b><u>uGu District:</u></b></p> <p>Profiling of beneficiaries is ongoing within UGU</p>

## DEPARTMENT OF HUMANSETTLEMENT 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
	The house for a person with disability must have security features including being fenced and having an alarm system as they are vulnerable to criminal acts	Intervention ?	<p>The norms and standards for disabled persons does not include fencing and an alarm system. The subsidy quantum and allowances to cater for additional features to assist people living with disabilities is limited therefore the safety features cannot be provided at this stage.</p> <p>The National Department of Human Settlements determines national policy and subsidy quanta applicable to the housing programmes.</p> <p>A submission will be made to National in this regard.</p>

## OFFICE OF THE PREMIER 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That the document presented by the Office of the Premier only covered the bursary programme offered to persons with disabilities.	That in future, a comprehensive report be presented covering the number of persons with disabilities employed by the Department as well as the programmes that the Office of the Premier offers for persons with disabilities.	<p><b>Core function of the Office of the Premier:</b></p> <p>Coordination of Programmes, Policy Mainstreaming, Research and Analysis and Monitoring and Evaluation</p>	The Office of the premier has wrote, and consolidated a report from all Government Departments asper its mandate. The report giving the status core, will be presented at the KZN Legislature and to the Disability Sector.
That the internship and job opportunities only caters mainly for people between the age of 18 to 35 which is disadvantageous to many people especially those with disabilities.	That the age restriction when it comes to employment opportunities be increased to 42 years to accommodate persons with disabilities who tend to finish school at a later age.		



## OFFICE OF THE PREMIER 2022 RESOLUTIONS

NOTING	RESOLUTION	INTERVENTIONS	PROGRESS
That the age restriction when it comes to employment opportunities be increased to 42 years to accommodate persons with disabilities who tend to finish school at a later age.	That suitable officials be employed to cater of the needs of persons with disabilities ie. Interpreters, brail facilities etc	Intensify Awareness Raising and Capacity Building Sessions targeting all Government Department Senior Management on White Paper and all Disability Policy Frame works.	Intervention from Inclusive Education at national level is required to provide guidelines for the funding of learners with disabilities in Mainstream schools
That there is no budget dedicated for persons with disabilities in government departments.	That all government departments should have a ringfenced budget for disability use which shall be audited. That the Departments include disability programmes in their APPs	Intensify Awareness Raising and Capacity Building Sessions targeting all Government Department Senior Management on White Paper and all Disability Policy Frame works	<p><b>Capacity Building Session</b></p> <p>The Office of the Premier invited the National Department of Women, Youth And Persons with Disabilities to a Provincial Disability Awareness Workshop held at Premiers Hotel, uMhlanga Rocks, on 9 &amp; 10 March 2023.</p> <p>Disability Sector and Government Departments all invited</p> <p>On going process, The second session was scheduled June but could materialized due to budgetary constraints.</p>

# THANK YOU

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