



education

Department:
Education
PROVINCE OF KWAZULU-NATAL

Enquiries: Mr BA Zwane

Reference: 11/1/4/1

**TO: DEPUTY DIRECTORS GENERAL
CHIEF DIRECTORS
DIRECTORS AT HEAD OFFICE & DISTRICTS
CES: CIRCUIT MANAGEMENT & CIRCUIT MANAGERS
PRINCIPALS OF SCHOOLS
CHAIRPERSONS OF SCHOOL GOVERNING BODIES (SGB)**

HRM CIRCULAR No. 01 OF 2020

EARLY RETIREMENT WITHOUT PENALTIES

1. Following upon the issuing of DPSA Directive and Guidelines which provided that current employees/educators who are permanently employed and between ages 55 and 60 years during the period from 1 April 2019 to 31 March 2021 may be allowed to proceed on early retirement without penalization of pension benefits, this Department issued HRM Circular No. 24 of 2019.
2. In considering the applications received, cognizance was taken of the consequence that such initiative would be expected to generate permanent future savings of at least 50% of the total cost of employment (remuneration packages) meaning that the resultant vacancies could not be filled. In addition the funding of the early retirement without penalties would require a reduction of the Department's baseline budget and this will negatively impact on service delivery.
3. In view of the above, all applications for early retirement without penalties are **NOT APPROVED**.
4. Employees wishing to proceed on early retirement may still exercise their right to do so with the understanding that it will be with penalties.
5. Kindly bring the content of this circular to the attention of all employees under your supervision.

DR E.V. NZAMA
HEAD OF DEPARTMENT: EDUCATION

DATE:

22/01/2020

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