



## KWAZULU-NATAL PROVINCE

EDUCATION  
REPUBLIC OF SOUTH AFRICA

### DIRECTORATE:

Private Bag X 9137, PIETERMARITZBURG, 3200

Ex - NED Building, 228 Pietermaritz Street, Pietermaritzburg, 3201

Enquiries: Mr PBV Ngidi

Email: [phiwumusa.ngidi@kzndoe.gov.za](mailto:phiwumusa.ngidi@kzndoe.gov.za)

HUMAN RESOURCE SERVICES

Tel: 033 846 5347 / 58

**TO : DEPUTY DIRECTORS – GENERAL  
CHIEF DIRECTORS  
DISTRICT DIRECTORS  
HEADS OF DIRECTORATES  
DEPUTY DIRECTORS – HRSS  
CES – CIRCUIT MANAGEMENT  
CIRCUIT MANAGERS  
PRINCIPALS OF SCHOOLS  
SCHOOL GOVERNING BODIES**

### **HRM CIRCULAR NO.3 OF 2025**

#### **REMINDER: SUBMISSION OF RECOMMENDATIONS IN RESPECT OF HRM CIRCULAR NO.26 OF 2024.**

1. Reference is made to HRM Circular No. 26 of 2024, in which School Governing Bodies and Interview Committees were advised to ensure that recruitment processes are completed within the timeframes stipulated in the management plan attached to the circular.
2. Notwithstanding the above, it appears that some School Governing Bodies and Interview Committees have failed to comply with this obligation.
3. Consequently, School Governing Bodies and Interview Committees are hereby advised to submit their recommendations to the department on or before **28 January 2025**.
4. Failure to comply with the new timeframe encapsulated in this circular will result in the department invoking Chapter 3, Section 6A of the Employment of Educators Act No.70 of 1998. The period during which these posts were advertised and not filled in line with the management plan attached to HRM Circular No.26 of 2024 shall be regarded as a consultation process as referred to in section 6A (2) (a) of the EEA.
5. Kindly bring the content of this circular to all concerned.

**MR GN NGCOBO  
HEAD OF DEPARTMENT  
KZN EDUCATION**

**DATE: 16/01/2025**