



KWAZULU-NATAL PROVINCE

EDUCATION
REPUBLIC OF SOUTH AFRICA

Media Statement

To: All News Editors of Media houses

Embargoed: For Immediate Release

30 November 2021

THE KWAZULU-NATAL DEPARTMENT OF EDUCATION GETTING READY FOR STAFFING OF SCHOOLS FOR 2022 ACADEMIC YEAR.

The KwaZulu-Natal Department of Education has engaged in numerous bilateral meetings with the education social partners in the Province, these meetings were led by the MEC. The main issue was the challenges as imposed by the budget cuts. The finance and human resources sections worked around the clock to make ends meet under very challenging financial constraints.

The KwaZulu-Natal Department of Education was able to advertise 2692 School based promotion vacancies. 1757 placements have been processed with the remainder to be completed before schools close this December. All appointees will assume duties in January 2022.

Due to budget cuts, the department had to implement strict controls regarding vacant level one posts. No permanent appointments could be made for the most part of the 2021 academic year. Only 643 educators were appointed on fixed term contract into critical posts. Only intra provincial single transfers were allowed.

The other implication of the budget cuts, was that the department could not appoint substitute educators for acting appointments. Only for the sick and accouchement leave could be provided with the substitute educators. The department appoints approximately 300 substitute educators per month.

The department launched the HR Recruitment App in 2020 to assist the school principals to be able to declare vacancies. Since the beginning of 2020, The MEC has been rolling out the ICT programme in schools. All the school principals in the Province have been given tablets as a tool to facilitate their administrative duties with ease and speed. To date 211 schools have declared vacancies using the HR Recruitment App.

The department has through circular HRM 50 of 2021 directed the circuit management tasks teams and district task teams to finalize the matching of the surplus educators to the identified posts by 14 December 2021. These educators will assume duties in their new schools in January 2022.

The department has further issued circular HRM No 61 ,directing the conversion into permanent appointments of eligible temporary educators who have been appointed for six months and whose contracts are ending in December 2021. The permanent appointments will be effective from 01 January 2022.

The department has appointed some qualified grade R educators. Although many are still employed as practitioners on a stipend, the Department of Education and organized labour have agreed to prioritize their appointment into mainstream posts once they are qualified.

"It has always been our submission that we cannot have a class without an educator and that stability is key to the successful rolling out of the educational programmes", asserts the MEC.

GROWING KWAZULU-NATAL TOGETHER

Issued by the KwaZulu-Natal Department of Education

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