

NATIONAL ASSEMBLY

FOR ORAL REPLY

QUESTION 90

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(INTERNAL QUESTION PAPER: 05/2013)

Mrs J D Kilian (Cope) to ask the Minister of Basic Education:

Whether, with reference to the announcement by the President that the remuneration packages of educators will be adjusted, she can indicate if upward adjustments will be based on a system of performance assessments according to objective criteria; if not, why not; if so, (a) what other norm(s) Government intends to use for such assessments and (b) how does Government intend to address the problem of teacher absenteeism?

NO462E

REPLY

(a) The review of the remuneration and conditions of service for teachers will be part of the work of the Presidential Remuneration Commission. It is therefore premature to discuss whether or not the salaries of educators will be adjusted and other related norms for determining such salaries.

(b) Following the study on teacher absence in 2009, all PEDs have focused their attention on leave management. A particular emphasis is on improving the management and administration of normal sick leave and temporary incapacity leave given that sick leave was found to be one of the areas accounting for the significant incidents of absence. This also includes strict application of leave without pay in instances where educators are absent without a valid reason or are unable to produce relevant documentation. The Department is also considering introducing a biometric system that will record teacher attendance as part of the initiatives to monitor and improve attendance.

