

NATIONAL ASSEMBLY

FOR WRITTEN REPLY

QUESTION 1159

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(INTERNAL QUESTION PAPER: 16/2013)

Mr N M Kganyago (UDM) to ask the Minister of Basic Education:

Whether, in light of the high number of experienced teachers who are leaving the system, her department has put any programmes in place to retain teachers who have been in the system for 10 years and longer; if not, why not; if so, what are the relevant details?
NW1398E

REPLY

Our analysis of the resignation trends show that proportionally younger educators between the ages 20-35 are more likely to leave the system than older educators. A large proportion of these educators have less than 10 years of service. Therefore, if there was any targeting in terms of retention, the focus of retention policies should be at this age group to ensure that they stay longer to reach the threshold age of 35 whereafter they would be unlikely to leave the system.

The Department has implemented a number of strategies to ensure the retention of educators in the system. The improvement of teacher salaries and other conditions of service through the Occupation Specific Dispensation (OSD) in 2008 and 2009 was one such initiative. The OSD was aimed at recognition of experience, where one additional notch was allocated for every three years of service, contributing significantly to improving the salaries of experienced teachers. Certain elements of the OSD such as those related to career pathing and education management service are currently being discussed.

The policy on targeted incentives for teachers was declared in 2008 and has been implemented in Provincial Education Departments that had identified the need to attract and retain educators in certain areas.

