

NATIONAL ASSEMBLY

FOR WRITTEN REPLY

QUESTION 1389

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(INTERNAL QUESTION PAPER: 20/2013)

Mrs A T Lovemore (DA) to ask the Minister of Basic Education:

- (1) Whether, with reference to her reply to question 2339 on 20 September 2012, the framework to enable her department to manage the demand, supply and utilisation of educators was completed by March 2013 as planned; if not, (a) why not and (b) when will the framework be complete; if so, (i) what are the major aspects of the framework and (ii) where can the framework be accessed;
- (2) whether Project II of the teacher demand and supply study has commenced as planned; if not, (a) why not and (b) when will Project II commence; if so, (i) what are the detailed required outputs of the project and (ii) when will the project be complete;
- (3) how is the management of teacher demand and supply envisaged after the completion of Project II? NW1731E

REPLY

(1) Whether, with reference to her reply to question 2339 on 20 September 2012, the framework to enable her department to manage the demand, supply and utilisation of educators was completed by March 2013 as planned; if not, (a) why not and (b) when will the framework be complete; if so, (i) what are the major aspects of the framework and (ii) where can the framework be accessed;

(b) (i) The Department, working with provincial education departments (PEDs), has developed a national human resource planning framework for education. The framework will serve as a national guideline to support the implementation of human resources policies and strategies in (PEDs). The priority strategic area identified was the recruitment and deployment of educators with interventions aimed at ensuring stability in staffing at school level and improvement of efficiency in the deployment of educators. The following areas will be addressed:

- That educator **post establishments are declared once every three years** as opposed to the current annual declaration. This is with the provision that PEDs that elect to continue with the annual declaration and are able to achieve staffing stability at schools are allowed to do so. This will ensure that schools that maintain a minimal fluctuation in learner numbers will maintain the same post establishment for the period of three years. Declaration of additional educators will be limited to schools that experience a decline of enrolment leading to the loss of two or more teachers. This will ensure stability in staffing at school level and will allow PEDs to plan their educator provisioning in line with the MTEF thus ensuring stability in personnel budgeting.
- The practice of issuing an **open vacancy list** for post level one vacancies (PL1) will be discontinued. The vacancies that arise will be filled from the readily available sources of qualified educators e.g. educators declared additional, Funza Lushaka and PED Bursary beneficiaries, and conversion of temporary appointments to permanent etc. This will ensure that vacancies are filled within a shorter time

framethan is currently the case. This will also ensure that the use of temporary appointments is reduced thus contributing to stability of staffing at schools.

- Clear guidelines have been agreed upon for the **management of educators declared additional to the post establishment** in line with existing legislation and regulations. This includes guidelines on the deployment of educators and engagement with SGBs, dealing with educators who decline deployment into posts. This will ensure that educators declared additional are deployed efficiently. Limited declaration of additional educators as indicated above will also ensure that fewer numbers of educators are declared in addition annually.

(ii) Implementation workshops will be held in each of the PEDs during the month of July 2013 in order to ensure consistent implementation across PEDs. The final document will then be issued once the workshops have been concluded.

(2) Whether Project II of the teacher demand and supply study has commenced as planned; if not, (a) why not and (b) when will Project II commence; if so, (i) what are the detailed required outputs of the project and (ii) when will the project be complete?

Yes, the study commenced.

(i) The detailed required outputs are as follows:

- Design a methodology (tool) to review progress with the implementation of post provisioning norms and to assess the impact on teacher provisioning, planning, *utilisation and deployment*;
- Report on a review of provincial education department activities in relation to teacher provisioning;
- Recommendations on enhanced synergy between Action Plan and provincial plans and activities, especially in relation to the management, development, deployment and utilisation of teachers; and

- Recommendations on interventions to increase alignment between national and provincial priorities, planning and budget allocations in respect of the quality of teaching and teacher provisioning.

(ii) End of June 2013.

(3) How is the management of teacher demand and supply envisaged after the completion of Project II?

While Project I is aimed at developing human resource planning and management strategies and tools, Project II is aimed at improving the management of the post provisioning processes particularly the improvement of processes, systems and practices relating to workforce planning, provisioning, deployment and utilization. PEDs will have tools to make short to long-term projections of the demand and supply of educators per specialization area which is critical for workforce planning. This improved planning will be complemented by efficient processes and practices around deployment and utilization of educators.