

**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION 2433.**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 20/06/2022**

**INTERNAL QUESTION PAPER: 24/2022**

**2433.. Mr S L Ngcobo (IFP) to ask the Minister of Basic Education: to ask the Minister of Basic Education:**

- (1) What is the reason behind the decision to discontinue the incentive given to teachers working in the rural areas;
- (2) whether her department consulted with any education stakeholders before reaching the decision; if not, why not; if so, what are the full relevant details;
- (3) whether there is a plan to address the issues that the incentive policy was initially instituted for; if not, why not; if so, what are the relevant details?

## **NATIONAL ASSEMBLY**

### **WRITTEN REPLY**

#### **QUESTION 2433.**

#### **Response**

1. The Minister took the decision to withdraw the policy on incentives for teachers after consideration of implementation challenges that Provincial Education Departments (PEDs) had been experiencing since the inception of the policy. These implementation challenges included the practicalities related to the identification of qualifying posts and the availability of funding to sustain and extend the policy have affected its effectiveness. These challenges, compounded by the current budget constraints that most PEDs are facing, has resulted in a decision to terminate the policy.

2. Although the policy was contained in a Ministerial determination as opposed to a collective agreement with teacher unions, the Department consulted with unions that are party to the Education Labour Relations Council. The consultation with teacher unions on the intention to withdraw the policy was finalised on 14 February 2022.

3. There is currently no specific plan. However, a number of developments have occurred since the determination of the policy in 2008 which are directly or indirectly addressing the supply challenges that the incentives policy aimed to address. There has been a rapid growth in the supply of teacher education graduates from an annual output of about 7000 graduates in 2008 to about 30000 in 2022. In addition, as part of the implementation of the Funza Lushaka Bursary Scheme, a portion of bursaries are reserved for the district-based allocation targeting rural districts. This is in addition to targeted recruitment in scarce skills subjects.