

**NATIONAL ASSEMBLY**

**ORAL REPLY**

**QUESTION 719.**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 25/10/2022**

**INTERNAL QUESTION PAPER: 41/2022**

**719. Mrs N R Mashabela (EFF) to ask the Minister of Basic Education: to ask the Minister of Basic Education:**

With about half of the current teacher population being over the age of 55 and due to retire soon, while the Republic produces about 15 000 new teachers in each year instead of the required 25 000 teachers to be produced each year if a healthy teacher-pupil ratio is to be maintained, what steps has she undertaken to ensure that the Republic (a) has an adequate supply of qualified quality teachers (b) retains the teachers in class?

## **NATIONAL ASSEMBLY**

### **ORAL REPLY**

#### **QUESTION 719.**

##### **Response**

According to the current information only about 90 000 serving educators are over the age of 55 which is about 25% of the total educator population. These educators will be retiring periodically and not all at once. The output of newly qualified initial education graduates has reached 30 000 per annum with the latest report on audited figures as obtained from the Department of Higher Education and Training (DHET) reporting 30 806 graduates in 2020.

(a) However, the Department is acutely aware of the potential shortage of teachers in the coming years due to the expected high number of educators who will reach retirement age. The Department is working with DHET and other non-governmental stakeholders to further quantify the potential shortage and to identify various sources of supply to mitigate the shortage. Amongst other initiatives, the Department is supporting a research project conducted by the University of Stellenbosch-ReSEP team aimed at identifying sources of supply and other opportunities that may arise out of the high rate of exit such as the lowering of the compensation of employees' costs. The Department is also in constant engagement with National Treasury to source additional funds to improve the number of teachers in the system.

In order to maintain a steady flow of new recruits into the system, the Department also offers bursaries to students who wish to pursue education (Funza Lushaka Bursary and Provincial Bursaries schemes). The impact of the latter has ensured that the Department improve its cohort of teachers to address teacher shortages in the system.

(b) Due to financial constraints, there is very little that can be done in the way of incentives for educators due to financial constraints. However, the introduction of the Occupation Specific Dispensations(OSDs) for educators in 2009 has had a lasting impact in terms of improving the conditions of service for educators in general and in the main remuneration and career pathing. The OSD and career pathing in education have ensured that educators receive competitive salaries and a career path in education thus retaining the services of the majority of teachers. The department will therefore ensure the maintenance of the current conditions of service for teachers remains in place.