

**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION 4704.**

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**INTERNAL QUESTION PAPER: 51/2022**

**4704.. Mr S L Ngcobo (IFP) to ask the Minister of Basic Education: to ask the Minister of Basic Education:**

Whether, in view of the projected retirement wave of teachers peaking in the next few years and the low retention of teachers currently, her department engaged with the Department of Employment and Labour on collaborative initiatives to counter this through the implementation of sustainable employment programmes outside of the Presidential Employment Stimulus to ensure a smooth transition between older and new teachers in schools and/or the education labour market; if not, what is the position in this regard; if so, what are the relevant details?

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#### **Response**

The average overall attrition rate of teachers in public schools ranges between 3%-5% which is relatively low by international standards; and thus, suggests a high retention rate overall. The Department, through its internal analysis and collaborative research with the Department of Higher Education and Training (DHET) and partners, such as ReSEP-Stellenbosch University, has taken note of the high retirement wave in the next 10 or more years; and working closely with the latter! to address this concern.

The research into the retirement of South African teachers was also done by ReSEP-Stellenbosch University, which acknowledged that South Africa's universities appear prepared to deal with the retirement of teachers, and that university output is on a sound trajectory, and should be able to deal with a demand for a larger workforce.

In addition, and in anticipation of the injection of a high number of new entrants into the system, the Department will intensify the rollout of a comprehensive induction programme. In short, the programme provides holistic support to new teachers, covering not only personal development, but professional and social support. This induction programme will ensure a smooth assimilation of young teachers into the system.