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PROVINCE OF KWAZULU-NATAL

KWAZULU-NATAL DEPARTMENT OF EDUCATION

PROVINCIAL STRATEGIC IMPERATIVES AND PERSONNEL ALLOCATION FOR A THREE YEAR FINANCIAL PERIOD



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NATIONAL SECTOR MANDATES

- Infrastructure and learning materials to support effective education
- Improved quality teaching and learning
- Access to quality Early Childhood Development
- Human resource development and management of schools
- Capacity of the state to intervene in and support quality education
- Increase accountability for improved learning



NATIONAL MTEF STRATEGIC FRAMEWORK

- Improved quality teaching and learning through development, supply and effective utilisation of teachers.
- Improved quality teaching and learning, through provision of adequate, quality infrastructure and LTSM.
- Improving assessment for learning to ensure quality and efficiency in academic achievement.
- Expanded access to Early Childhood Development (ECD) and improvement of the quality of Grade R, with support for pre-Grade R provision.
- Strengthening accountability and improving management at school, community and district level.
- Partnerships for educational reform and improved quality.



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PROVINCIAL GOALS

- **Broaden Access to Education and Provide Resources**
- **Improve Schools Functionality and Education Outcomes At All Levels**
- **Develop HR and Organizational Capacity and Enhance Skills**
- **Develop Schools into Centre's of Community Focus, Care and Support**
- **Ensure Good Corporate Governance, Management and Efficient Administration**
- **Promote National Identity and Social Cohesion**



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PROVINCIAL STRATEGY

- Expanding access to quality
- Expanded provision of learning
- Fighting illiteracy
- Supporting economic growth and global competitiveness
- Quality offerings and institutional governance
- Responding to economic and social needs of the country



10 PILLARS OF THE DEPARTMENT'S SERVICE DELIVERY IMPERITIVES

1. Transformation of the schooling system
2. Curriculum and Assessment;
3. Teacher Provisioning, Development and support
4. Development of strong Leadership and Management
5. Infrastructure Development and Maintenance;
6. Planning and Resourcing
7. Information and Communication Technology;
8. Social Cohesion and Integration of Schools
9. School functionality and Community involvement, and
10. Early Childhood Development



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CONTEXTUAL FACTORS

- ▶ General Populous: KZN: 10.8 million of the 50.59 million people in the country
- ▶ Learner population: 2 616 855
- ▶ Number of schools: 6 052 (including 75 Learners with Special Education Needs (LSEN))
- ▶ Curriculum Needs: Prioritisation of Maths and Physical Sciences



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BUDGET ANALYSIS



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COST DRIVERS

- ▶ Cost of living adjustment
- ▶ Conditions of service
- ▶ New National and Provincial Mandates
- ▶ Budget Cuts
- ▶ Incentives



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PERSONNEL ALLOCATION & OTHER

TOTAL BUDGET	2017/18	2018/19	2019/20
TOTAL BUDGET	43 648 235	46 859 412	49 685 616
COMPENSATION BUDGET	39 869 285	42 847 187	45 469 947
OTHER (GOODS ETC)	3 778 950	4 012 225	4 215 669

CALCULATION OF NET COMPENSATION FOR PPN

Analysis of Compensation of Educators for Programme 2 and 4

(R000)	2017/18	2018/19	2019/20
1. Total compensation of employees (as per 2017/18 Budget Statement)	36 748 709	39 511 182	41 945 493
<i>Less Non educators</i>	2 024 854	2 177 066	2 311 197
Compensation of educators	34 723 855	37 334 116	39 634 296
<i>Less</i>	1 270 519	2 064 832	2 196 430
Provincial cash resources: Assist with 2014 wage carry-through	173 477	250 749	264 791
Above budget 2015 wage agreement	1 097 042	1 179 478	1 245 529
Additions for 2017/2018 Compensation of employees	0	634 605	686 110
2. Net Compensation of Employees available for educator package	33 453 336	35 269 284	37 437 866

- a) Line one (1) indicates the total compensation for employees for P 2 and P 4 as it appears in the 2017/18 MTEF budget statement.
- b) Line two (2) indicate the NET compensation available for the Educator Package

BUDGET AFFORDABILITY

(R000)	2017/18	2018/19	2019/20
1. Net compensation of Employees available for educators package (P2 & P4)	33 453 336	35 269 284	37 437 866
2. Average package cost for educators in Programme 2 and Programme 4	398	424	453
3. Number of educators that can be afforded by the department (Net compensation divided by Package)	84 054	83 130	82 700
4. Add substitute and Grade R Educators i.e. 2520 substitutes + Grade R Educators	3 420	3 420	3 420
5. Total number of educators that can be employed by the department	87 474	86 550	86 120
6. Educators currently in the system at 30 April 2017 (P2 and P4)	88 636	88 636	88 636
7. Additional Educators carried by the system - from other areas of compensations	1 162	2 086	2 516
8. Shortfall in the Educators Compensation of Employees in programme 2 and 4 only	464 632	885 138	1 138 902

a) Line one (1) indicates the total compensation for employees for P2 and P4 as it appears in the 2017/18 MTEF budget statement

b) Line two (2) indicates the average package cost per educator in P2 and P4

c) Line three (3) shows the number of Educators that can be afforded by the Department

d) Line four (4) shows the pool of Educators that was initially agreed with all stakeholders in the past years

e) Line five (5) indicates the pool of educators that can be afforded by the Department.

f) Line six (6) indicates the total number of educators currently in the system.

g) Line seven (7) indicates the number of Educators that cannot be afforded

h) Line eight(8) indicates the cost of the shortfall.



LEARNER EDUCATOR RATIO

(R000)	2017/18	2018/19	2019/20
1. <i>Total Pool size (inclusive)</i>	90 057	90 057	90 057
2. <i>Number of learners per EMIS database 2017 (POS + ELSEN)</i>	2 616 855	2 616 855	2 616 855
3. <i>Learner: Educator ratio-based on educator pool (90057)</i>	29.06	29.06	29.06

- a) Line one (1) indicates the total pool of Educators.
- b) Line two (2) indicates the number of Learners in the system
- c) Line three (3) shows Learner - Educator ratio against the Pool of educators 90 057

POOL OF EDUCATORS

PPN BASED ON 2017/18 MTEF

(R000)	2017/18	2018/19	2019/20
Total Number of Educators	90 057	90 057	90 057
Posts for public ordinary schools	84 937	84 937	84 937
Posts for LSEN Schools	1 100	1 100	1 100
Posts for Substitute Educators	2 420	2 420	2 420
Posts for AD HOC	100	100	100
Curriculum Redress Posts	600	600	600
Grade R posts	900	900	900
Less substitute, ad hoc and Grade R educators	3 420	3 420	3 420
Net number of educators according to the pool	86 637	86 637	86 637
Number of educators in the system	90 057	90 057	90 057
Less: substitute posts etc.	-3 420	-3 420	-3 420
Net number of educators in the system	86 637	86 637	86 637



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THANK YOU