



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

Private Bag X895, Pretoria, 0001, Sol Plaatje House, 222 Struben Street, Pretoria, 0002, South Africa
Tel.: (012) 357 3000, Fax: (012) 323 0601, www.education.gov.za

Enquiries: Ms JM Mogale
Tel: 012 357 3731
Email: mogale.j@dbe.gov.za

Ms NO Foca
General Secretary
Education Labour Relations Council
Private Bag X 126
CENTURION
0046

By E-mail: Cindyfoca@elrc.org.za

Dear Ms Foca

PREVENTION OF RE-EMPLOYMENT OF FORMER EDUCATORS DISMISSED OR DEEMED DISMISSED FOR MISCONDUCT OR DEEMED RESIGNED

We wish to consult parties on the Publication of the amended Terms and Conditions of Employment of Educators Determined in Terms of Section 4 of the Employment of Educators Act, 1998 regarding the prevention of re-employment of former educators dismissed or deemed dismissed for misconduct.

There has been an outcry from former employees dismissed for various acts of misconduct and prevented from re-employment due to the system and the attitudes towards offenders. Most former employees associate this prevention from re-employment with the death sentence.

As concerns were raised by unions requesting for their conditions of service to be matched with the regulation of the Public Service, Minister of Public Service has reviewed the Public Service Regulation published in 2016 and inserted a new regulation 61 which determines a period of prohibition of re-employment of former employees dismissed for misconduct.

This letter serves as a request for you to put the abovementioned item on the agenda for Consultation.

I trust that you find this in order.

Yours sincerely

MR MS FAKER
DIRECTOR: EDUCATION LABOUR RELATIONS MANAGEMENT AND CONDITIONS OF SERVICE

DATE: 2018-11-22.