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Enquiries: D Pillay

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To: Deputy Directors-General, Chief Directors, Directors (Head Office and district offices), Deputy Directors (Head Office and district offices), Circuit Managers, and Principals

Short summary: *Early retirement without penalisation of pension benefits in terms of section 10(3) of the Employment of Educators Act, 1998 (Act 76 of 1998), for educators as well as section 16(6) of the Public Service Act, 1994 (Proclamation 103 of 1994), as amended, for public service staff employed by the Western Cape Education Department (WCED).*

Subject: Early retirement of educators and public service staff without penalisation of pension benefits in terms of section 10(3) of the Employment of Educators Act, 1998 and section 16(6) of the Public Service Act, 1994.

1. As envisioned in the 2019 Budget Speech by the Minister of Finance and in line with the initiatives of the Department of Public Service and Administration (DPSA) and National Treasury (as communicated in the accompanying DPSA Circular, dated 25 February 2019, also available on the DPSA's website at www.dpsa.gov.za), the Western Cape Education Department (WCED) is not in a position to extend the invitation to qualifying educators and public service staff to apply for early retirement without pension penalties in terms of section 10(3) of the Employment of Educators Act, 1998 (Act 76 of 1998) and section 16(6) of the Public Service Act, 1994 (Proclamation 103 of 1994), as amended.
2. In terms of the guidelines provided by the DPSA and as a requirement to access the funding provision made by National Treasury to enable the early retirement of qualifying educators and public service staff members without pension penalties, the WCED **is required to abolish at least one post for every two employees exited via this measure.** Taking the aforementioned requirement into consideration, the WCED is of the opinion that the abolishment of any posts at public schools will have a negative impact on the administration of schools as well as on service delivery. Therefore, the WCED can confirm that they will not participate in this process.

3. An internal exit process is to be followed for all educators and public service staff within the WCED who are declared in addition to the staff establishment. Further information on this process will be communicated as soon as it is finalised.
4. Kindly bring this notice to the attention of all employees.

SIGNED: BK SCHREUDER

HEAD: EDUCATION

DATE: 2019-12-05