Inombolo yefayili: 20190213-1589
Isalathiso: 3/3/2/3
Imibuzo: IZiko leeFoni

ISetyhula: 0005/2019
Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kuBaphathi beeSekethe, kwiiNtloko zawo onke amaziko emfundo nakooSihlalo bamabhunga olawulo

Isishwankathelo esifutshane: *Ukuqeshwa ngokusisigxina kootitshala abasandula ukufumana iziqinisekiso zobutitshala ngokwesiqendu 6(a) soMthetho weNgqesho yooTitshala, 1998 (Employment of Educators Act, 1998)*

Isihloko: Ukuqeshwa ngokusisigxina kootitshala abasanda kufumana iziqinisekiso zobutitshala ngokwesiqendu *6(a) soMthetho weNgqesho yooTitshala, 1998 (Employment of Educators Act, 1998)*

1. Le setyhula ihlaziyiwe yaye iyitshitshisa ngokupheleleyo iSetyhula 0054/2015.

2. Isiqendu *6(a)* soMthetho weNgqesho yooTitshala *1998* (uMthetho 76 ka-1988*)* sicacisa imigaqo yokuqeshwa ngokusisigxina kootitshala abasanda kufumana iziqinisekiso zabo zobutitshala singakhange sipapashwe kuluhlu lwezithuba isithuba eso sixhaswa ngemali ngurhulumente.

3. Utitshala osanda kufumana isiqinisekiso sakhe sobutitshala ngumfundi okunyaka wokugqibela okanye ongutitshala oneziqinisekiso zamabanga emfundo azifumene kwiminyaka emithathu edlulileyo nongazange alifumane ithuba lokuqeshwa ngokusisigxina kwisithuba sikatitshala kwingqesho karhulumente.

4. Ukuqeshwa ngokusisigxina kwisithuba njengoko kucingelwayo apha ngasentla, kwenziwa ngokwesigqibo enelungelo lokusenza iNtloko yeSebe leMfundo.

5. Izicelo zokuqeshwa ngokusisigxina kukatitshala osanda kufumana isiqinisekiso samabanga emfundo, ziya kuthathelwa ingqalelo kuphela ukuba zihamba kunye

nengqinisekiso yebhunga lolawulo neyenqununu yokuba akafumanekanga utitshala ongaphezu kwemfuneko okanye akukho titshala unokufunelwa okanye unokugayelwa esi thuba.

6. Ootitshala abasanda kufumana iziqinisekiso zamabanga emfundo banako ukuqeshwa ngokusisigxina (ngokukhawuleza) singakhange sibe sipapashiwe isithuba, ngokungqinelana neSigqibo soThetha-thethwano neMibutho yaBasebenzi No. 4 sika-2018, zingadlulanga iinyanga ezintathu zokuqeshwa okwethutyana ngokwemvumelwano phantsi kwale miqathango ilandelayo:

6.1 Ukuqeshwa ngokusisigxina makwenziwe kwisithuba seNqanaba 1 esingenamntu esixhaswa ngemali yaye isithuba eso masiboniswe kwinani lezithuba ezitsha zootitshala ezabelwe iziko ukulungiselela unyaka olandelayo.

6.2 Utitshala osanda kufumana iziqinisekiso zamabanga emfundo yobutitshala makabe:

a) ngofumene uqeqesho kumsebenzi wobutitshala wokufundisa;
b) unamabanga emfundo afanelekileyo okufundisa isifundo kwisigaba aya kuqeshwa kuso;
c) uyazifezekisa iimfuno ezimiselweyo ezisisiseko zesithuba aya kuqeshelwa sona, yaye
d) ubhalisile kwi-*South African Council for Educators* (*SACE*).

7. Apho ibhunga lolawulo lingakuxhasiyo ukuqeshwa ngokusisigxina kukatitshala osanda kufumana isiqinisekiso samabanga emfundo, ibhunga lolawulo malingenise incwadi ebhaliweyo enezizathu ezamkelekileyo ezicacisa ukuba kungani na kungaxhaswayo ukuqeshwa ngokusisigxina kukatitshala.

8. Amabhunga olawulo neenqununu banokucela uluhlu lwezo titshala zafumana ibhasari i-*Funza Lushaka Bursary* noluhlu lootitshala abatsha abasanda kufumana iziqinisekiso zamabanga emfundo kwiCandelo lokuGaya nokuKhetha aBasebenzi, ukugaya nokukhetha abagqatswa abafanelekileyo nabanako ukuqeshwa. Imibuzo inokubhekiswa apha: recruitment.institution@westerncape.gov.za.

9. Amagama abatyunjelwe ukuqeshwa/ukungaqeshwa ngokusisigxina makathunyelwe kule dilesi ilandelayo:

Directorate: Recruitment and Selection
Western Cape Education Department
Private Bag X9183
Cape Town
8000

10. Le setyhula isebenza kuzo zonke izikolo zikarhulumente

11. Kucelwa iinqununu ziqinisekise ukuba okukule setyhula kwaziswa amabhunga olawulo nootitshala ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-BK SCHREUDER
INTLOKO YESEBE LEMFUNDO
UMHLA: 2019-01-05

PERMANENT APPOINTMENT OF FINAL YEAR STUDENTS AS POST LEVEL 1 EDUCATORS AT EDUCATION INSTITUTIONS IN ACCORDANCE WITH SECTION 6A OF THE EMPLOYMENT OF EDUCATORS ACT, 76 OF 1998

Approval has been granted by the Head of Education to proceed with the permanent appointment of Final Year Students as Post Level 1 Educators in accordance with Section 6A of the Employment of Educators Act, 76 of 1998 into vacant/substantive posts at education institutions. The approval for permanent appointment is however not automatic as specific criteria need to be complied with before final approval is granted by the Delegated Authority for such permanent appointment.

Mr/Mrs/Miss ……., Final Year Student at

……(Name of Tertiary Institution) is currently completing

his/her qualification in …… (Name of qualification,

subject specialisation)

I, ……(Principal) hereby

confirm that:

Educator	
1. The vacant/substantive post is on the staff establishment as per the approved basket of posts in the year of application	Yes/No
2. The Educator is suitably and professional qualified	Yes/No
Post	
3. No Excess exist at the school	Yes/No
4. Was the Excess List consulted for the Matching and Placing of Excess employees into the post Provide detail on the effort made to match and place and excess educator: …… ……	Yes/No

Please note that the conversion will only be approved if the vacant/substantive post is on the institutions staff establishment.

I, ……(name of Principal), on the basis of the above recommend/do not recommend the permanent appointment of the incumbent in the substantive post of (Post Description) …… on the approved establishment of the …… (name of Institution).

In the event that you do not support the permanent appointment of the PL1 Educator, the school must submit the reason/s in a letter addressed to Director: Recruitment and Selection and attach such to the completed verification certificate.

SIGNATURE OF PRINCIPAL: **DATE: ……..……...**

SIGNATURE OF CHAIRPERSON OF THE SGB: **DATE: ……..……...**

SIGNATURE OF CM/DISTRICT DIRECTOR: **DATE: ……..……...**