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

ISetyhula : 0006/2019
Umhla wokuphelelwa: Awukho

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

Isishwankathelo esifutshane: *Ukutshintshwa kwengqesho yooTitshala beZithuba zeNqanaba 1 itshintshelwe kwingqesho esisigxina ngokwesiqendu 6(b) soMthetho weNgqesho yooTitshala (Employment of Educators Act, 1998)*

Isihloko: **Ukutshintshwa kwengqesho yooTitshala beZithuba zeNqanaba 1 itshintshelwe kwingqesho esisigxina ngokwesiqendu 6(b) soMthetho wezeNgqesho yooTitshala *(Employment of Educators Act, 1998)***

1. Le setyhula ihlaziyiwe yaye iyitshitshisa ngokupheleleyo iSetyhula 0055/2015

2. Isiqendu *6(b)* soMthetho wezeNgqesho yooTitshala, 1998, (uMthetho 76 ka-1998)*)* sibonelela ngemigaqo yokutshintshwa kwemeko yengqesho yootitshala yethutyana/yokuqeshwa ngokwemvumelwano *(temporary/contract)* itshintshelwe kwingqesho esisigxina.

3. Utitshala ongesosigxina ngutitshala ngoku oqeshwe **kwiSithuba seNqanaba 1 esivunyiweyo nesingenamntu esixhaswa ngemali noqeshwe kwisithuba sethutyana ithuba eliqingqiweyo (*closed period*).** Le nkcazo ayisebenzi kootitshala abaqeshwe kwizithuba zonyuselo-sikhundleni ezingenamntu ezixhaswa ngemali (*vacant substantive promotion posts*), ababambeleyo, okanye kootitshala abambele ezindaweni zootitshala abaqeshwe ngokusisigxina abangekhoyo emsebenzini, ngenxa yaso nasiphi na isizathu.

4. Ootitshala abasele balifumanayo ithuba lokusebenza ixesha elide kwezemfundo, umzekelo, abo badla umhlala-phantsi (nakoluphi na udidi), abayekisiweyo emsebenzini ngenxa yokungabinampilo, abathathe iphakheji yokuyeka

ngokuzithandela yalo naluphi na uhlobo, okanye ootitshala abalahlayo kwinkonzo yomsebenzi wokufundisa (kuzwelonke okanye kumaphondo) kwithuba leenyanga ezilishumi elinambini, ababandakanywa kule miqathango iqulethwe kule setyhula.

5. Ukutshintshwa kwengqesho yethutyana itshintshelwe kwingqesho esisigxina kwenziwa ngokwesigqibo enelungelo lokusenza iNtloko yeSebe leMfundo.

6. Ngokungqinelana neSigqibo soThetha-thethwano neMibutho yaBasebenzi , iSebe leMfundo leNtshona Koloni (*WCED)* lazamkela ezi khrayitheriya zilandelayo zokutshintshwa kwemeko yengqesho yootitshala yethutyana, itshintshelwe kwingqesho esisigxina ngokwesiqendu 6(b) soMthetho weNgqesho yooTitshala (*EEA)* ka-1998.

6.1 Ukuqeshwa ngokusisigxina makwenziwe kwisithuba seNqanaba 1 esixhaswa ngemali kwaye isithuba eso masibonakaliswe kwinani lezithuba ezivunyiweyo zootitshala ezabelwe isikolo.

6.2 Utitshala ochaphazelekayo ngexesha lokufaka isicelo sokutshintshwa kwemeko yengqesho, makabe ngoqeshwe **kwisithuba sethutyana**, **kangangethuba eliqhubekeke okoko eliziinyanga ezintathu.**

6.3 Utitshala makazanelise ezi khrayitheriya zilandelayo ukwenzela ukuba aqwalaselelwe ukutshintshwa kwemeko yengqesho yakhe yethutyana/yemvumelwano, itshintshelwe kwingqesho esisigxina ngokuthi abe:

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

7. Izicelo zokutshintshwa kwezithuba zengqesho yethutyana zitshintshelwe kwizithuba ezisisigxina, ziya kuqwalaselwa kuphela ukuba kufunyenwe iingcebiso nobungqina obuvela kwibhunga lolawulo, kwinqununu nakumphathi wesekethe bokuba abakho ootitshala abangaphezu kwemfuneko abafumanekayo yaye akafumanekanga utitshala osanda kufumana amabanga emfundo okanye akakho utitshala onokugayelwa ukuqeshwa kweso sithuba.

8. Apho ibhunga lolawulo lingakuxhasiyo ukutshintshwa kwemeko yengqesho yethutyana/yemvumelwano katitshala itshintshelwe kwingqesho esisigxina, ibhunga lolawulo malingenise isicelo sikatitshala nencwadi ebhaliweyo enezizathu ezamkelekileyo ezicacisa ukuba kungani na kungaxhaswayo ukutshintshwa kwengqesho.

9. Ootitshala ababambeleyo abasemsebenzini (*serving substitute educators*) banako ukuqwalaselelwa ukuqeshwa ngokusisigxina, ngokwemiqathango ecaciswe kule setyhula, ukuba isithuba eso sithe sangabi namntu lo gama babambeleyo kuso yaye utitshala makabe uyazifezekisa iimfuno ezimiselweyo. Makaqinisekise amabhunga olawulo neenqununu ukuba kusebenza imiqathango yokungabandakanywa kootitshala abathile echazwe kwingongoma 4.

10. ISebe i*WCED* linika ingqinisekiso yokuba inkqubo yokutshintshwa kwengqesho ngokwesiqendu 6(b) se-*EEA*, njengoko kucacisiwe, iyakuvumela ukutshintshwa kwengqesho jikelele kunyaka wokufunda.

11. Ootitshala bethutyana/bemvumelwano abanqwenela ukwenza isicelo sokutshintshwa kwengqesho yabo yethutyana itshintshelwe kwingqesho esisigxina ngokwesiqendu 6(*b*) se-*EEA*, mabangenise ifom *DPE1 form* (Ifom yokwenza isicelo sokuqeshwa) nencwadi ebhaliweyo enika izizathu ezamkelekileyo, **ngokuqala kugqithwe kwibhunga lolawulo** kwiSebe iWCED. Izicelo mazithunyelwe kule dilesi ilandelayo:

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

12. Le setyhula isebenza kuzo zonke izikolo zikarhulumente.

13. 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 POST LEVEL 1 EDUCATORS AT EDUCATION INSTITUTIONS IN ACCORDANCE WITH SECTION 6A OR 6B 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 Post Level 1 Educators in accordance with Section 6A/B 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 ……., Persal Number ……is

currently appointed on contract and fulfils the duties of (Post Description)

……at …… (Name of Education Institution)

I, ……

(Principal) hereby confirm the following:

Educator	
1. Is currently in the employ of the WCED in a vacant/substantive PL1 Educator post	Yes/No
2. Performs the duties of the PL 1 post and meets the minimum appointment requirements	Yes/No
3. Provides satisfactory performance assessment or has performed the duties assigned to him/her satisfactorily during the contract period	Yes/No
4. Is suitably and professionally qualified	Yes/No
Post	
5. The vacant/substantive post is on the staff establishment as per the approved basket of posts in the year of application	Yes/No
6. Does Excess exist at the school	Yes/No

7. 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 process applies to all New Entrants and serving educators meeting the requirements as stipulated in the relevant circulars (6A and 6B), currently in the employ of the WCED in a vacant/substantive post 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 the completed verification certificate.

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

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

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