

---

## GOVERNMENT NOTICE

---

### DEPARTMENT OF EDUCATION

No. 25

18 January 2007

#### IMPROVEMENT IN CONDITIONS OF SERVICE FOR EDUCATORS EMPLOYED IN TERMS OF THE EMPLOYMENT OF EDUCATORS ACT, 1998: TEACHER INCENTIVES

**I, Grace Naledi Mandisa Pandor, Minister of Education, hereby in terms of section 4 of the Employment of Educators Act, 1998 in respect of conditions of service of educators, determine measures relevant to the payment of incentives to academically qualified educators who qualify for incentives by meeting prescribed criteria contained in the Schedule.**

The Personnel Administration Measures will be amended in order to include these matters.



G.N.M. Pandor

GNM PANDOR, MP  
MINISTER OF EDUCATION

**Date: 15 December 2007**

## SCHEDULE

**Measures relevant to the Payment of Incentives to Educators**

*The purpose of these measures is to provide for the payment of incentives to academically qualified educators who qualify for incentives by meeting certain prescribed criteria*

1. This incentive scheme is limited to fully qualified (REQV 13 or higher) paid educators in schools as defined in the Employment of Educators Act (1998). It excludes any educator subjected to another agreement or directive, rehabilitation posting, suspension without pay or absent without pay.
2. A post or certain posts at a school will be identified to be eligible for incentives in accordance with criteria set out in paragraph 8.1 and 8.2.
3. An educator who meets the criteria in paragraph 1, 8.1 and 8.2 of the post eligible for incentives will be required to enter into an "incentive contract" with the employing Department.
4. Educators vacating the post permanently or temporarily for longer than one month will cease to receive the incentive attached to the post for the period the post is vacated.
5. If, at the end of the stipulated period, the post is again eligible for an incentive, the incumbent will be considered for the incentive again, provided that s/he still meets the criteria in paragraphs 1, 8.1 and 8.2.
6. It may happen that an educator, who does not qualify in terms of paragraph 1, occupies a post that is eligible for an incentive. Such educator will not have the right to receive an incentive merely s/he is in that post. An educator who is a substitute or who is employed on a temporary contract for a month or longer may receive the incentive if the educator qualifies, in terms of paragraph 1 and occupies a post eligible for incentives.
7. Educators who receive the incentive must have performed at the level stipulated in the "incentive contract" to receive the incentive and must continue to perform at the level stipulated in the "incentive contract" to retain the incentives; otherwise, the employing department shall give the educator one term's notice of termination of the incentive. The incentive may be reinstated when the educator's performance is at the required level.
8. There will be two categories of schools where incentives will be applicable:

- Remote Schools
- Other Schools

### 8.1 Remote Schools

- The selection of schools where all the posts would be eligible for incentives would be determined in the following order:
  - a. Remoteness of the school, or how far the school is situated from the nearest town. Such a town should have all the basic facilities and services that a teacher would need to have access to. The Head of Department should identify towns in, near or bordering the province that comply with these requirements and determine the distances by road from each school to the nearest town.
  - b. Poverty. All schools are already ranked in terms of poverty criteria and divided into quintiles, quintile 1 being the 20% poorest schools and quintile 2 the next poorest 20%.
  - c. No-fee schools: All schools categorized, as no-fee schools shall be prioritized.
  - d. Combinations of other factors that are impacting negatively on the recruitment of teachers and that through practical experience, have been found to have a negative impact on the suitable filling of posts.

### 8.2 Other Schools

- 8.2.1 Some of the posts might be eligible for an incentive at schools that meet the following criteria:
- a. Situated in difficult urban zones of the country. (hard- to- teach schools)
  - b. Experiencing a chronic shortage of educators in certain subjects/learning areas, (such as mathematics, sciences, ICT, some languages), to be identified by the Provincial Departments of Education.
  - c. Where a School Principal or governing body has requested that some posts at the school be eligible for an incentive. In such case the principal or governing body must be able to prove that it had not been possible to recruit a suitably qualified educator through the normal recruitment process.

9. The minimum amount of the incentive will be 10% of the first notch of salary level 7. An educator may qualify for more than one type of incentive, for example: remote post, plus scarce subjects/learning areas, plus difficult conditions.
  - a. The amount that the educator receives as an incentive may be increased by offering him/her more than one type of incentive or by adding levels ("steps") to the percentage applicable to the same type of incentive, for example  $(x+1)\%$  ;  $(x+2)\%$  ;  $(x+3)\%$  etc.
  - b. The percentage equal to or above 10% can differ from one type of incentive to another.
10. The Head of Department must, by 30 September of the year before that of implementation, provide to the Director-General an indication of the -
  - a. The types and number of posts that would be eligible for the incentive in terms of paragraphs 8.1 and 8.2;
  - b. Percentage applicable to each type of incentive;
  - c. Levels or "steps" added to the percentage applicable to each type of incentive post, and the criteria for qualifying for the various levels or "steps";
  - d. The number of incentive posts that were created and to be paid out in kind and a description thereof, for example provision of free housing, provision of subsidized vehicle, overseas study visits or study visits.
11. The Head of Department must, by 30 June of each year, provide to the Director-General a report of the incentive posts filled (by type and level and the amount spent) in the previous financial year.
12. The employer must pay the incentive in the form and to the extent of a non-pensionable allowance, in cash or in kind.
13. Whilst this policy is to be implemented by the Heads of Provincial Education Departments it is the prerogative of the Minister of Education to monitor implementation and to progressively intervene in situations where Heads of Departments do not implement the provisions of the policy and ensure spending

in line with the allocations for Teacher Incentives (R 500 Million) which have already been transferred to Provincial Education Departments.

14. The approximate breakdown for the allocations for Teacher Incentives to Provinces relates to the following:

<b>Provincial Education Department</b>	<b>Allocation 000'000 for 2007/08</b>	<b>No. of Incentivised Posts @ 10% of SL 7.1 (R 107 007)</b>
Eastern Cape	R 84.55	7901
Free State	R 28.55	2668
Gauteng	R 74.05	6920
KwaZulu Natal	R 114.55	10705
Limpopo	R 70.06	6598
Mpumalanga	R 43.05	4023
Northern Cape	R 11.05	1033
North West	R 32.55	3042
Western Cape	R 41.05	3836
<b><i>TOTAL</i></b>	<b><i>R 500 m</i></b>	<b><i>46 726</i></b>

15. The allocation will be adjusted every year based on the CPIX.
16. The number of projected incentivised posts may vary, by not more than 10% as a result of paragraph 9.
17. The Minister of Education could, based on an analysis of reports received by the Director General on the implementation and the fact that allocations have been transferred to Provincial Education Departments, declare on an annual basis a number of posts as incentive posts in line with the policy.