



## 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](http://www.education.gov.za)

Ref no: T-1080/16 - 28/07/2016  
Enquiries: Mr TE Rabotapi  
Tel: (012) 357 3716  
Fax: (012) 3233253  
E-mail: [Rabotapi.t@dbe.gov.za](mailto:Rabotapi.t@dbe.gov.za)

(This letter was sent to all provinces  
and unions)

By fax: (021) 461 3694

### CLARIFICATION OF THE REMUNERATION OF EDUCATORS WHO ARE APPOINTED TO FACILITATE TRAINING/TUITION OF OTHER EDUCATORS DURING PROVINCIAL OR NATIONAL INTERVENTIONS

The Department of Basic Education has received inquiries from a number of provinces, requesting clarification on whether there is a need to remunerate post level one (1) educators, who are appointed to provide tuition or training to other educators, or perform any other duty that is outside of their normal duties.

The enquiry emanated from the need to continuously use the services of experienced and competent post level one (1) educators to provide training and other support to fellow educators. Furthermore, precedence has been set in this regard on the use of lead teachers during the implementation of the 1+ 4 Model.

The Personnel Administrative Measures (PAM) provides for the remuneration of educators who are appointed to provide tuition to other educators during provincial or national intervention strategies, to deal with low performance of learners in all or some of the Grades. This provision in paragraph C.5 of the PAM may be used to remunerate educators, such as Lead Teachers, on an hourly basis.

This type of remuneration on a per hour basis to full-time educators for tuition over and above the normal timetable load, may be made, only if the required authorisation has been specifically given in writing.

Yours sincerely

**MR HM MWELI**  
**DIRECTOR-GENERAL**  
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