



DIE VERANDERING IN ONDERWYS  
THE CHANGE IN EDUCATION



## ***General Management***

***Ethical recruitment of staff***



# Introduction



- *February 1 - in the shoes of Hein Knoetze.*
- *07:30 The school started normally. 90 minutes later: 3 corpses, 20 broken bodies and pandemonium on site.*
- *Standing in Hein's shoes, one gets stripped of shiny awards and certificates and trophies. All that remains is you, your learners and your staff.*
- *Then you ask, "Lord, why am I the head of the school?"*
- *With this question in mind, we can look at the ethics of recruiting learners and staff and asking what is my role in this.*
- *We look at the management of the school as a whole and the contribution of well-qualified staff in it.*



## ***Purpose of recruiting***

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• <b><i>Need for student teachers on staff.</i></b></li></ul>   | <ul style="list-style-type: none"><li>• <b><i>We have a duty to train.</i></b></li></ul>   |
| <ul style="list-style-type: none"><li>• <b><i>Need for expertly trained staff. (May be junior or senior.)</i></b></li></ul>                                       | <ul style="list-style-type: none"><li>• <b><i>In this way we offer the best for learners, but also accept responsibility for career development.</i></b></li></ul>                               |
| <ul style="list-style-type: none"><li>• <b><i>Need for subject specialist in promotion post.</i></b></li></ul>  | <ul style="list-style-type: none"><li>• <b><i>In this way I make sure that those who need to ensure quality in the field are appointed, and I strengthen my school management.</i></b></li></ul> |
| <ul style="list-style-type: none"><li>• <b><i>Need for competent teacher with managerial skills.</i></b></li></ul>  | <ul style="list-style-type: none"><li>• <b><i>In this way I ensure seniority on my staff.</i></b></li></ul>  |
| <ul style="list-style-type: none"><li>• <b><i>Need for the above staff to also contribute to the extra-curricular activities.</i></b></li></ul>                   | <ul style="list-style-type: none"><li>• <b><i>In this way I provide in the need of my community to ensure opportunities for the learners.</i></b></li></ul>                                      |
| <ul style="list-style-type: none"><li>• <b><i>Need for an extra-curricular specialist.</i></b></li></ul>  | <ul style="list-style-type: none"><li>• <b><i>In this way I provide expertise to guide others. Here too I must promote the career of such a person.</i></b></li></ul>                            |
| <ul style="list-style-type: none"><li>• <b><i>Need a specialist who can handle emotional, traumatic and socio-economic crises. (Social worker).</i></b></li></ul> | <ul style="list-style-type: none"><li>• <b><i>In this way I provide for the emotional needs of my learners.</i></b></li></ul>  |

## *Employer: The State*



*There are official channels to appoint staff in departmental posts. Adhere to the strict regulations regarding official documentation.*

- Funza Lushaka bursary holders.*
- Temporary appointment.*
- Permanent appointment: Advertise in a departmental gazette.*
- Absorption of personnel who are 3 months in a temporary substantial post.*
- Transfer of staff. (Single or double transfer)*
- The State as employer determines the remuneration package.*

## ***Employer: Governing Body***



- *Here the Governing Body is the employer and as such determines which application process is followed and what documentation is involved.*
- *Teacher compensation package can be negotiated with the Governing Body.*
- *There must be a complete contract between the teacher and the Governing Body to be signed by both. Let a labour practitioner look at the content. (Preferably, the principal should not sign such contracts)*

## Recruitment practices



- *"Headhunting" is widely used.*
- *Advertising posts in the media - daily newspapers or social media.*
- *Available candidates make their Curriculum Vitae available to schools. Build a file with available candidates' names. Can also be received electronically.*
- *Don't expect it from a teacher to resign from a permanent position and be re-appointed in a temporary position. In terms of the ELRC agreement, the Department will appoint the teacher on lowest scale.*

## Recruitment practises



- *It is not in the best interest of a teacher to give up a permanent post to accept a governing body appointment.*
- *Be careful with promises to teachers in regard to extra remuneration to attract them to your school.*

*NB. Accept the **responsibility** to **mentor**, **train**, **equip**, and provide an opportunity for every person who is part of your staff to apply for promotion.*

## Section 38A



- *This section is intended to provide for extra remuneration for those who distinguish themselves as employees (of the state).*
- *For those who do more than is expected of a teacher. Study the circular to understand when someone distinguishes him / her.*

### **Section 38A is not intended for:**

- *Someone who is involved in extra-mural activities.*
- *Keeping a good teacher at school.*
- *To pay a post level 1 teacher extra to prevent him/her to apply for promotion.*



## *In conclusion*



- *Being the principal offers you the opportunity to serve your community in a unique way by setting up a school that every parent can be proud of.*
- *Being the principal offers you the opportunity to make children laugh, teach them to keep up their chins and equip them to enter the world.*
- *Being the principal offers you the opportunity to equip teachers, give them wings to fly, and allow them to excel in the world.*



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***Thank you***

