

Gauteng Department of Education

Post Provisioning Norm

10 February 2022

SAOU

10H00



GAUTENG
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

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Background

- Post Provisioning process was guided by ELRC Collective agreement 4 of 1995. The agreement indicated that the ratio as follows:
 - **Secondary Schools : 1:35**
 - **Primary Schools : 1:40**
- The agreement was enforced in the absence of Norms. However, norms were published in 1998 and were further revised in 2008 to cater for the curriculum change. In 2016 norms were amalgamated into the revised Personnel Administrative Measures (PAM as Amended). The current policy imperative is therefore PAM as amended (Chapter A) in relation to Post Provisioning.

Post Provisioning Process to Schools

Legislative Empowerment

- A.2.2 Creation of Educator posts by a MEC Responsible for Education in a Province (*Government Gazette No 19627, dated 18 December 1998, as amended by Government Gazette No 24077, dated 15 November 2002*) (*Regulations regarding the terms and conditions of employment of educators (Schedule)*)
- A.2.2.1 The MEC responsible for education in a province must determine the educator post establishment of the provincial department of education in terms of section 5(1)(b) of the EEA, in accordance with any applicable policy made in terms of NEPA.

Post Provisioning Process to Schools

- A.2.2.2 In determining the post establishment of a provincial department of education, the MEC must
- A.2.2.2.1 Consult with the trade unions in that province which are members of the ELRC and governing body organisations which are active in that province.
- A.2.2.2.2 Take into account –
- The budget of the provincial department of education.
 - The effect that the post establishment will have on the employment security of educators.
 - The fact that the division between expenditure on personnel and non-personnel costs in the budget should be educationally and financially justifiable.

Budgeting Process – CoE

- The departmental equitable share is based on both learners and workforce historical data.
- The personnel budget is 80% of the equitable share.
- The personnel budget is further classified into various programme. (Schools would be programme 2 and 4 respectively)
- CoE of the schools is split into 85 % core and 15 % support.
- Determination of the baskets of posts is derived from the 85% and 15% for schools.

Unit Cost Determination

- Unit cost is determined for every post type to narrow the skew gaps between lowest salary notch and highest salary notch within the same act of appointment.
- The current number of posts per post type are multiplied by the respective unit cost, Pay Progression rate (1,5%) Benefits rate (37%) and Cost of Living adjustment rate to determine the budget cut off line in terms of CoE. These are the parameters that drives the process of determining the basket of posts.
- The exercise is executed in line with the approved budget figures as provided by Management Accounting directorate.

Post Allocation to Schools

- This process is done using the Post Provisioning Model.
- The PPM is based on the principle that available posts are distributed to schools according to the learner enrolment of various school equitably.
- The PPM comprises of the factors such as Period load, Grade Weight, Quintile, Language of Learning and Teaching, Subject Weight, Schools weight, Funding level and Disability weight.
- A combination of all these factors gives rise to the school Weighted Learners which is the basis for allocating posts to a school.

PARAMETERS REQUIRED (DATASET)

- Snapshot survey 31 July - Source (SASAMS)
 - Learner numbers per grade
 - Learner Numbers per subject(Grade 10 – 12). This information must indicate the subject code and name as well as learners taking the subject.
 - Learners by Disabilities (Special Schools)
 - LSEN learners for Public Ordinary Schools (Full Service)
- Approved Basket of Posts (Pool)



Learner Grade Weighting

Grade	C	Period Load	Funding Level	Ideal Maximum Class Size	Weight
1 - 4	40	96	100	35	1.19047619
5 - 6	40	96	100	40	1.041666667
7	40	96	100	37	1.126126126
8 - 9	40	96	100	37	1.126126126



LANGUAGE OF LEARNING AND TEACHING

Grades	1	2	3	4	5	6	7	8	9	10	11	12
Main Language	2	2	2	2	2	2	2	3	3	3	3	3
Alternative Language	4	4	4	4	4	4	4	6	6	6	6	6

Technical Exercise

Formula

$$\text{Constant Ratio} = \frac{\text{Provincial Weighted Learners}}{\text{Basket of Posts}}$$

$$\text{School Establishment} = \frac{\text{School Weighted Learners}}{\text{Constant Ratio}}$$



Workload

Post Level	Primary	Secondary
Post Level 1	85% and 92%	85% and 90%
Post Level 2	85% and 90%	85%
Post Level 3	60%	60%
Post Level 4	10% and 92%	5% and 60%



GRADING OF SCHOOL

Educator posts of the Establishment of the school	Applicable Salary level	Grading	Minimum Posts required to Upgrade	Minimum Posts required to Downgrade
1-3	8-9	P1	4	1
4-12	9	P2	13	2
13-24	10	P3	26	10
25-45	11	P4	47	22
46+	12	P5	-	43



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BAIE DANKIE

Siyabonga

Ha Khensa

Thank you

Re ya leboga

Ro livhuwa

