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To: Heads of Cluster and District Managers
Heads of Directorates
CES Circuit Management
Circuit Offices
Principals of Schools
Chairpersons of School Governing Bodies and Management Boards and Councils

HRM CIRCULAR NO. 40 OF 2012

SCHOOL BASED PROMOTION VACANCY LIST

1. BACKGROUND

The vacancies advertised in this vacancy list are as a result of attrition, promotions and increase in PPN.

2. GENERAL PRINCIPLES

- 2.1 This procedure manual is developed in terms of the PAM of 1998, as amended, and replaces all other previous practices and procedure manuals. The following general principles should be noted:
- 2.1.1 The obligations of the state as the employer in terms of sections 195 and 197 of the Constitution of the Republic of South Africa.
 - 2.1.2 The obligations of the employer in terms of section 199 of the Labour Relations Act, 1995, as amended and other applicable Labour Legislations.
 - 2.1.3 The promotion of equal and fair treatment, as contained in the Employment Equity plan of the Department, and in line with the provisions of the Employment Equity Act (EEA) of 1998, as amended.
 - 2.1.4 The role of the governing bodies, in terms of section 20(1)(i) of the South African Schools Act, and as embodied in Chapter 3 of the Employment of Educators Act, 1998 as amended.
 - 2.1.5 When a governing body exercises its function in terms of section 20(1)(i) of the South African Schools Act, 1996 and Chapter 3 of the Employment of Educators Act of 1998 as amended, it must accommodate the obligations of the employer towards serving educators. It must also take into account the following:
 - The requirements for appointment as encapsulated in Chapter B of PAM.
 - 2.1.6 The Department reserves the right to take over the filling of post(s) if the processes are not finalized within two months.

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Tobias Bleicker



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