



**MINISTRY
HIGHER EDUCATION AND TRAINING
REPUBLIC OF SOUTH AFRICA**

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Nzimande: Comment on staffing norms for CET colleges

31 March 2016 - The Minister of Higher Education and Training, Dr BE Nzimande has approved for public comments the draft policy on staffing norms for Community Education and Training Colleges. The above the policy will be duly published in a government notice in due course.

The transfer of the function of Adult Education and Training from provinces to the Department came with diverse payment dispensations for educators which included the payment of fixed stipends, short term renewable contracts, and part time employments.

The purpose of this policy is to standardise and stabilise the CET colleges system which migrated with diversified modes of staffing dispensations. In an effort strike a balance the underpinning principle of this policy are the:

- Standardization and stabilisation of the sub-system-post migration to the Department of Higher Education and Training
- Growth and sustainability of human resources within the sub-system to cope with a competitive post-schooling sector; and

- Streamlining of the current available human resources to ensure teaching and learning continues, improves and is not compromised in any way.

It is therefore necessary that the Department establishes a standardised model of appointing and compensating educators employed in the CET Colleges.

Due to the fact that this is the first staffing norms policy proposal for the CET College subsystem, it is imperative that the draft policy goes through a substantive process of consultation. The consultation process will also assist in the accommodation of the CET Sub-System in the bargaining structures as part of the public colleges.

All interested persons and parties are invited to comment and submit them to:

The Director-General, Private Bag X174, Pretoria, 001. Attention: Ms T Masondo, e-mail: Masondo.t@dhet.gov.za, Fax 086 690 4643

Call for Comments on the Draft policy on minimum requirements for Programmes leading to qualifications in higher education for practitioners and educators in early childhood care and education.

The Minister of Higher Education and Training, Dr Blade Nzimande, has published for public comment, the *Draft Policy on Minimum Requirements for Programmes leading to Qualifications in Higher Education for Practitioners and Educators in Early Childhood Care and Education*.

This policy aligns qualifications for Early Childhood Care and Education (ECCE) from birth to an age of 4, with the Higher Education Qualifications Sub-framework, 2013. The policy has been developed in consultation with key role players in the field and it describes minimum standards for different types of higher education qualifications for ECCE educators in accordance with their purpose, and level.

The policy provides clear guidelines to higher education institutions for the design of the learning programmes for the professional preparation of ECCE (from birth to 4) practitioners and educators, and describes the basic competences required of such an educator. Included also, is the minimum requirements for further post professional and postgraduate qualification paths for ECCE educators; articulation and progression routes for Early Childhood Development (ECD) practitioners and educators in possession of historical qualifications obtained before the implementation of Higher Education Qualification Framework, 2007, to ensure clear pathways are created for these educators and practitioners to further their qualifications.

The full text of the policy can be downloaded from the Department website:
www.dhet.gov.za

Interested parties wishing to comment on the draft policy can do so and direct their comments to:

The Director-General, Private Bag X174, Pretoria, 0001, Attention to Dr W Green, Chief Director: Teaching and Learning Development, e-mail: Green.W@dhet.gov.za

Issued by Ministry

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