



OFFICE OF THE HEAD OF DEPARTMENT

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MEMORANDUM

**TO : DEPUTY DIRECTORS GENERAL
CLUSTER CHIEF DIRECTORS
DISTRICT DIRECTORS
CIRCUIT MANAGERS
SCHOOL PRINCIPALS
SCHOOL GOVERNING BODIES**

FROM : ACTING HEAD OF DEPARTMENT

SUBJECT : DIRECTIVE ON REPLACEMENT OF THE GRADE R PRACTITIONERS

DATE : 27 JANUARY 2025

1. Schools are hereby directed to comply with the contents of this instruction.
2. **The Department will finalise budget and recruitment activities during February 2025 and March 2025 in order for all natural attrition posts for grade R practitioners to be filled and for the successful applicants to commence duties in April 2025.**
3. In accordance with the MRTEQ "Practitioners must be suitably qualified, must have NQF 6 qualification in grade R, NQF 4/ Senior Certificate, must be a South African citizen speaking at least two the three provincial languages, must be fit and proper person according to children act of 2005.
4. Schools must adhere to recruitment and selection regulations governing employment of educators in the public service.
5. SGB supported by school principals to conduct selection process and the process to be observed by labour parties
6. Recommendations to be forwarded to the District Director for approval.
7. **NB: HR in collaboration directorate ECD would issue a list of qualifying schools.**
8. Should you require additional information on the contents of this directive, please do not hesitate to contact Ms. L Sidiya Chief Director HRM&D or Ms. N. Chiliza Director ECD.

Yours in quality education

S. MAASDORP
ACTING HEAD OF DEPARTMENT

29.01.25
DATE