



GAUTENG PROVINCE

EDUCATION
REPUBLIC OF SOUTH AFRICA

File No.:3/3/P/R&S2024
Enquiries: HR
Chief Directorate: THRS

THRS INTERNAL MEMORANDUM No. 85 of 2024

TO: SCHOOL PRINCIPALS
SCHOOL GOVERNING BODIES
BMT MEMBERS
DISTRICT LABOUR RELATIONS
ORGANISED LABOUR

Cc: THRS: PRACTITIONERS

FROM: MR RUFUS MMUTLANA
HEAD OF DEPARTMENT

SUBJECT: DEFERMENT OF ALL ADVERTISED OFFICE-BASED, SCHOOL-BASED PROMOTION POST APPOINTMENTS AND INCOMING SINGLE TRANSFERS TO 01 APRIL 2025

1. The objective of this memorandum is to inform all GDE stakeholders about the decision to defer to 01 April 2025, the following:
 - o all office-based appointments and school-based promotion appointments
 - o outstanding appointments already routed within the system
 - o incoming single transfers for both school-based Educators and PS staff
2. The purpose of the above is the implementation of cost containment measures and adherence to the austerity directives which were imposed on all government departments.
3. The National Treasury has issued Guidelines regarding costing and budgeting for compensation of employees. Parallel to these Guidelines, the Minister for the Public Service and Administration issued a Directive outlining control measures to support executive authorities in effectively managing fiscal sustainability when creating and filling certain vacant posts. This directive, issued on 18 October 2023, was effective until 31 March 2024. An assessment of the impact of these control measures indicated the need for an extension until 31 March 2025.
4. The above-mentioned control measures and current budget constraints have significantly impacted the Department's compensation of employees (COE) budget and the ability to implement new appointments within the 2024/2025 financial year.
5. This arrangement excludes the Post Level 1 educators, cross-transfers and single transfers out of the province.
6. Incoming transfers will be processed from 01 January 2025 for assumption of duty on 01 April 2025, except some of the Senior Management Service (SMS) Members posts.
7. All recruitment processes should continue as per approved management plans.
8. Successful candidates will be offered appointment letters for assumption on 1 April 2025.

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APRIL 2025**

9. Acting appointments in line with the GDE Acting Policy will be permitted to ensure that service delivery continues.
10. Managers are requested to share the contents of this memorandum with all affected staff members.

Yours sincerely



**MR RUFUS MMUTLANA
HEAD OF DEPARTMENT**

DATE: 11 / 11 / 2024