

MEDIA STATEMENT

RELEASED ON 24 NOVEMBER 2025

EMBARGO: NONE

Mpumalanga schools

The post provisioning norms of a province are tremendously important for the successful functioning of schools. These determine the number of teachers to be allocated to a school in the following year. The timeline for the release of the norms is very important for the budgets to be presented to the parents of the school for approval. The school needs to know the number of educators provided by the province, as this will determine the number of educators to be appointed by the Governing Body. This will determine the budget of the school as well as the school fees payable by the learners in the coming year.

In an environment where financial constraints are experienced, it is crucial for parents to know in advance what they should budget for in the coming year. The number of posts provisioned to a school will also indicate the size of classes.

Determining the post provisioning norms is one of the most important functions of the provincial education department. The provisioning of the number of posts per school, should be distributed to schools before the end of September, to allow enough time for schools to ensure proper planning for the school.

This activity is a priority for the Department of Basic Education. In 2024 there were several provinces which could not complete the process timeously, which caused certain schools not to be able to start with quality teaching in January because of a lack of teachers.

The Mpumalanga Department of Education did not adhere to the 30 September deadline and distributed their post provisioning norms on-line to schools by the 19th of November 2025. The reason cited for this delay was that challenges were being experienced by the Department in verifying school data.

SAOU members report that there are serious incongruities and errors in calculation in the post provisioning provided for the 2026 academic year in Mpumalanga.

The post provisioning norms are normally agreed upon with the educator unions to ensure that the necessary consultative processes are followed. If proper consultation had been finalised betimes the extent of the current problems would have been less.

Members at various schools in Mpumalanga have indicated that there has been a drastic

decrease in the number of posts in several schools, creating a severe negative impact on educators and learners, which will negatively affect the start of the next school year.

The SAOU has formally reported to the Department of Basic Education that the incorrect post provisioning norms are not acceptable and insists that the 2025 post provisioning norms should stay in effect.

SAOU Legal Services has sent a communication to the Mpumalanga Department of Education to request that the current 2025 post provisioning norms remain in place to circumvent the prevailing uncertainties. The SAOU is also in discussion with affected members and invites all members to contact the SAOU Mpumalanga office.

The actions of the Department are prejudicial and not in the best interest of learners, and also violate the rights of educators. The SAOU is in contact with various role-players in the education sector and if necessary, will launch combined actions against the Mpumalanga Department of Education.

The SAOU will act with the necessary determination to represent schools to counter any future damage to learners, educators and schools should the Department proceed with a defective post provisioning norm. We will fight for your educational rights.