MEDIA STATEMENT

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GDE PUNISHES SCHOOLS FOR OWN LACK OF PLANNING AND ADMINISTRATIVE OVERSIGHT

It is with shock and dismay that the SAOU noted the decision of the Gauteng Department of Education (GDE) to withdraw more than 130 advertised promotional posts. This decision is based on allegations that there was no provision for these posts in the 2027 post provisioning norms

An internal memorandum (82 of 2026 November) indicated that the posts which were already advertised on the 27th of July 2026, have been retracted. These posts were specifically for school management teams indicating that these positions were for departmental heads and deputy principals. The implication of this decision is that school management teams are still confronted with unfilled positions, which adds an additional financial burden on schools to fill these positions internally and for schools to fund these positions.

Schools in Gauteng have been repeatedly punished for the inability of the Department to fulfil its obligations, leading to parents in schools to supplement this financial mismanagement. To quote but a few examples from 2026: schools had to function without the necessary staff and limited management capability, despite qualifying for approved positions in the post provisioning norms. This situation developed due to the inability of the GDE to fill these positions in the prescribed period.

This situation therefor extends into 2027 where schools are negatively impacted on by the withdrawal of positions due to the 2027 post provisioning norms. An issue which is most troubling in that the majority of these posts are management positions. These positions are crucial to the effective management of the curriculum, ensuring quality, professional support of educators and providing the necessary quality education. The withdrawal of these positions add to declining wellness of educators, as these management teams and educators are already overloaded. It is also demotivating to deserving educators who do not receive the necessary recognition through promotion.

According to the SAOU these actions are unfair and unacceptable. Especially if other actions by the GDE is brought into consideration, such as the late or insufficient payment of norms and standards

to Gauteng schools. This is just one more indication that the current lack of planning and administrative management, is a clear indication of a lack of accountability at provincial level.

The SAOU insists that the GDE reconsider the decision to retract advertised posts immediately. It is essential that the GDE be held accountable for the reasons why the positions were not filled within the 2026 post provisioning norms. It is also crucial that reasonable transitional measures be implemented that educators and schools are no longer negatively impacted by the administrative errors of the GDE. Only once the GDE accepts responsibility for timeous planning, advertising and filling of vacant positions, will this issue be resolved.

It is unfair that schools should pay the price for departmental incompetence. The lack of planning on the side of the GDE cannot become the norm for the management of schools in the province. The individuals who are negatively affected in this maladministration, are the learners, who are exposed to substandard teaching due to a lack of educators.

The SAOU therefore, demands accountability and transparency from provincial education departments to ensure that mediocrity does not become the norm of the education system.