

10/2025

18/11/2025

VERVROEGDE PENSIOEN PAKKETTE

Almal wat wil aansoek doen moet dit voor **30 November 2025** inhandig by die distrikkantoor. Dit is die eerste fase en dit val in die finansiële jaar van 1 April 2025 tot 31 Maart 2026. Die tweede fase sal waarskynlik in die finansiële jaar van 1 April 2026 tot 31 Maart 2027 val.

Verskillende benamings op aansoeke:

- Vervroegde aftreepakket (ERP) – opvoeders tussen 55 en 59 jaar.
- Vrywillige uittreepakket (VEP) – opvoeders tussen 60 en 63 jaar.

Wie mag nie aansoek doen nie?

- Opvoeders met minder as 10 jaar diens.
- Tydelike opvoeders en opvoeders wat vir kontrakperiodes aangestel is.

Watter departemente is verantwoordelik vir watter betalings?

Onderwysdepartement befonds:

Diensbonus/ pro-rata; Balans van geouditeerde opgehoopte verlof; Ongebruikte huidige jaarlikse verlof (Kantoorgebonde opvoeders); Hervestigingskoste inlyn met die provinsiale beleid.

Nasionale Tesourie befonds:

Aftreepakket
Penalisasie (indien van toepassing)

GEPF befonds:

Gratifikasie; maandelikse pensioen (indien van toepassing); mediese subsidie (indien van toepassing)

EARLY RETIREMENT PACKAGES

All applicants must submit their applications to the district office by **30 November 2025**. This is the first phase and will fall in the financial year from 1 April 2025 to 31 March 2026. The second phase is likely to fall in the financial year from 1 April 2026 to 31 March 2027.

Different names on applications:

- Early retirement package (ERP) – educators between 55 and 59 years.
- Voluntary exit package (VEP) – educators between 60 and 63 years.

Who may not apply?

- Educators with less than 10 years of service.
- Temporary educators and educators appointed for contract periods

Which departments are responsible for which payments?

Education Department will be funding:

Service bonus/ pro-rata; Balance of audited accumulated leave; Unused current annual leave (Office-bound educators); Relocation costs in line with provincial policy.

National Treasury will be funding:

Retirement package
Penalties (if applicable)

GEPF:

Gratuity; monthly pension (if applicable); medical subsidy (if applicable)

WATTER OPVOEDERS SE AANSOEK GAAN NIE OORWEEG WORD NIE?

- Opvoeders wat Wiskunde, Wetenskap en Tegnologie aanbied (STEM-vakke)
- Opvoeders wat kodering en robotika aanbied
- Opvoeders wat Afrikaans as vak aanbied of in Afrikaans skoolhou (TOL)
- Diegene wat Afrikatale in Grondslagfase aanbied
- Opvoeders wat kunstevakke aanbied (Drama, Musiek en Visuele kuns)
- Skoolgebaseerde terapeute, sielkundiges of beraders

WHICH EDUCATORS' APPLICATIONS WILL NOT BE CONSIDERED?

- Educators who offer Mathematics, Science, and Technology (STEM subjects)
- Educators who offer coding and robotics
- Educators who offer Afrikaans as a subject or teach in Afrikaans (LOLT)
- Those who teach African languages in the Foundation Phase
- Educators who teach arts subjects (Drama, Music, and visual arts)
- School-based therapists, psychologists, or counsellors

WATTER OPVOEDERS SAL VOORKEUR GENIET?	WHICH EDUCATORS WILL RECEIVE PREFERENTIAL SELECTION?
- Opvoeders wat botallig verklaar is - Opvoeders wat met ongeskiktheidsverlof is maar wat nie kwalifiseer vir mediese aftrede nie - Opvoeders wat geskuif is na alternatiewe poste (herontplooiing) - Opvoeders wat kwalifiseer vir die post-aftrede 15-jaar reël - Opvoeders wat 55 – 59 jaar oud is met 15+ jare se diens - Opvoeders wat 55 – 63 jaar oud is met 10 – 15 jaar diens ’n KENNISTYDPERK van drie maande sal geld. <i>Die beginsel van “first-come, first-serve” sal geld tydens oorweging. Alle aansoeke sal ’n skriftelike uitkoms ontvang.</i>	- Educators who have been declared in excess - Educators who are on disability leave but do not qualify for medical retirement - Educators who have been moved to alternative positions (reasonable accommodation) - Educators who qualify for the post-retirement 15-year rule - Educators who are 55 – 59 years old with 15+ years of service - Educators who are 55 – 63 years old with 10 – 15 years of service A NOTICE PERIOD of three months will apply. <i>The principle of “first-come, first-serve” will be followed during considerations. All applicants will receive a written outcome of their application.</i>
NOORDWES DEPARTEMENT VAN ONDERWYS	NORTH WEST DEPARTMENT OF EDUCATION
Die NWDO het verskeie vergaderings gehad met die relevante rolspelers en opleiding ontvang rakende die pensioen-pakkette. Wanneer die ERP of VEP goedgekeur word, sal die werknemer nie toegelaat word om weer tot die openbare diens toe te tree in enige vorm van indiensneming nie; en POD’s word ook vereis om ’n blokkering op PERSAL te plaas om te verseker dat geen toekomstige indiensneming plaasvind nie.	The NWDE had several meetings with all the relevant stakeholders and received training regarding the pension packages. When the ERP or VEP is approved, the employee will not be permitted to re-enter the public service in any form of employment; and PEDs are also required to place a block on PERSAL to ensure that no future employment takes place.
SKAKELS NA RELEVANTE DOKUMENTASIE	LINKS TO RELEVANT DOCUMENTATION
Aansoekvorm Vloiediagram Algemene vrae	Application form Flow chart Frequently asked questions
 The banner features the SAOU logo (S in blue, A in yellow, O in blue, U in blue) with the phone number 012 436 0911. Below the logo are the NWU and AON logos. To the right, the word 'Help!' is written in large, stylized yellow cursive. Further right is a circular graphic with '24/7' in blue, 'Noodlyn' in red, and 'Crisis' in white, surrounded by a white dashed circle.	