

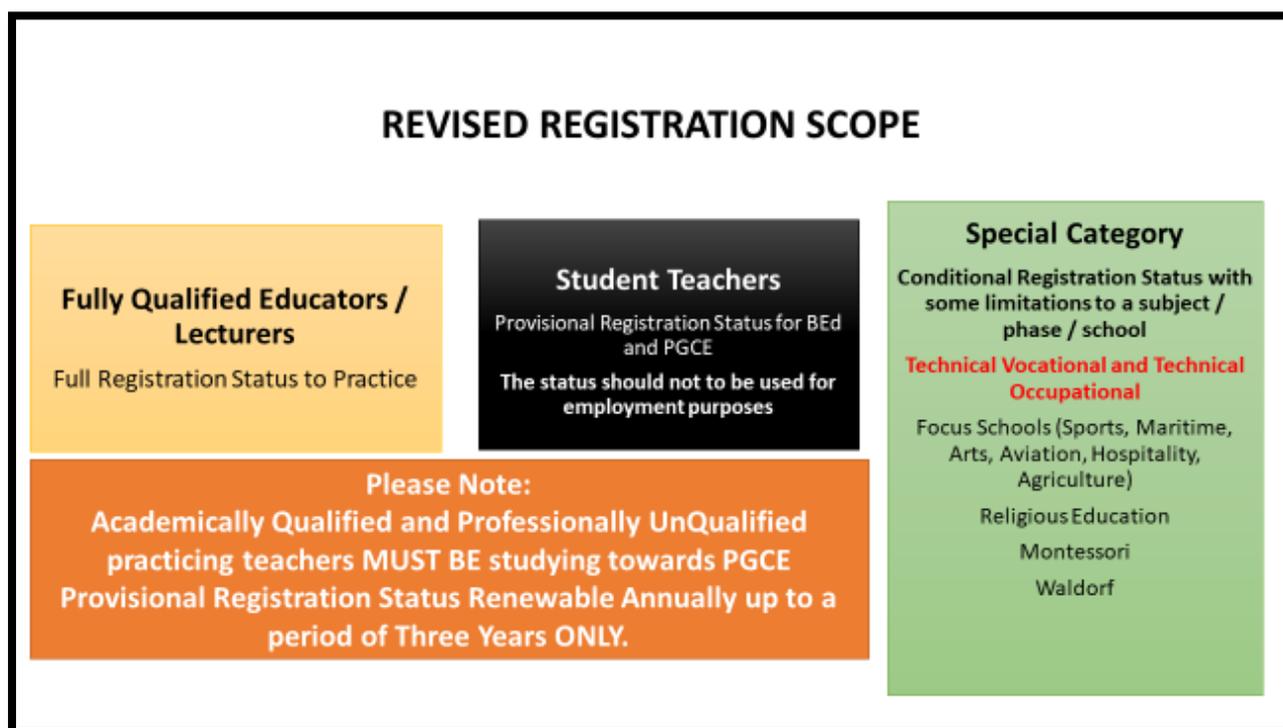
SACE UPDATE TO NAISA

1. Introduction

This document serves to provide SACE update information to NAISA members.

2. Registration

- **Mandatory Registration:** Firstly, SACE has been grappling with the issue of ensuring that it registers qualified teachers who will provide quality education to our learners across the country. It is however, important to note that some provinces and independent schools continue to employ unregistered teachers and therefore contravening section 21 of the SACE Act that says: **“a person who qualifies for registration in terms of this Act must register with the council prior to being appointed as an educator” and that “no person may be employed as an educator by any employer unless the person is registered with the council”**. In order to curb this matter going forward, SACE is amending its Act to criminalise the employment of unregistered teachers. It is doing so, through the BELA process that produced the SACE Bill 2019.
- **Registration Scope:** The SACE Registration scope has been revised since 2018 as follows:



Please Note the Following:

- As part of professionalising the teaching profession, council is moving away from registering people that are not qualified teachers. Hence the academically qualified yet professionally unqualified teachers who are already in the system are given three years to complete their Post Graduate Certificate in Education (PGCE). If the qualification is not completed after three years, the special category registration status will be completely withdrawn.

- The special category has been created to recognise the national priorities in schools and sectoral needs that are necessary in our schools but do not fit neatly into the typical professional registration requirements. Hence, they are limited to teach in institutions, subjects and phases they are conditionally registered for.
- Due to this revised scope, various registration forms (as attached) are used for the applicants. Please assist us in sharing them on your websites.
- Similarly, the special category grouping receives a certificate, and no longer a letter, that specify the condition attached to the applicant's registration. The conditional registration in the special category will only be updated if the registered educator / person's status changes.
- Student teachers cannot use their provisional registration for employment purposes unless they are training through the Learnership mode.

The Registration criteria is attached for further circulation to the NAISA schools. Please feel free to contact our Registration Manager, Ms Tebogo Mokgolobotho, for any additional information or support on any registration matter: tebogom@sace.org.za. Please copy the CEO as well for tracking the issues, ensure that they are resolved timeously, and learn from them in order to improve our systems and processes.

May we also request that the specific information on schools that are experiencing challenges on Umalusi's concept of 80/20 percent professional registration requirement be forwarded to SACE CEO and copy her PA and the Registration Manager so that we can be able to assess where the challenges are. The email addresses are:

Ella Mokgalane (SACE CEO) – ella.mokgalane@sace.org.za and copy emokgalane@gmail.com. Association letters or delegated persons are more than welcome to contact me directly if needs be on 083 380 9879.

Tebogo Mokgolobotho: tebogom@sace.org.za (Registration Manager)

Charmaine Landsberg: ccl@sace.org.za (PA to the CEO)

SCREENING OF APPLICANTS PRIOR TO REGISTRATION

- **Mandatory Police Clearance Requirement:** SACE has a responsibility to determine the requirements for entry into the teaching profession. As a result, it has introduced police clearance as one of its registration requirements since January 2019. In order to assist teachers with the long turn-around time experienced from the SAPS, SACE is in a process of finalising an MOU with AFISWICH to assist in teachers with a police clearance certificate that takes a maximum of 48 hours. This is a service that is being negotiated for teachers at a reduced cost and it will enhance and fast track their registration process and experiences. AFISWICH is a company which has been appointed by the SAPS and gazetted accordingly to conduct police clearance for the public for commercial reasons like employment, security check and others. It provides the service across the country and its Head Office is located two streets away from SACE.
- It is also worth noting that, Council continues **not to have access to:**
 - (a) Department of Justice and Constitutional Development's (**DJCS**) national register for sexual offenders due to its unavailability at the time of writing this annual report; and
 - (b) the Department of Social Development's (**DSD**) national child protection **register** since access is provided to the employers in terms of Children's Act. However, SACE is

submitting the names of the struck-off teachers to the Department for inclusion in the Register.

- (c) While the Department of Justice and Constitutional Development's National Register of Sexual Offenders (NRSO) has not been accessible for quite some time, SACE received a letter from the Department's Director General, on the 02nd October 2019, requesting the number of people who will be responsible for screening registration applications against the register so that the necessary processes and system could be finalised.
- (d) This letter shows the step in the right direction and that SACE will be able to use the NRSO in the new calendar year.
- **Fit-to-Teach Hearings and Policy:** Thirdly, Council is finalising the fit-to-teach policy for purposes of ensuring that only educators that are fit to enter the profession are registered. Therefore, teachers with certain criminal convictions on their police clearance certificate will appear in front of the Fit-to-Teach Committee for a fair hearing in order to determine whether their registration application should continue or not. NAISA will be updated on this policy as soon as it is finalized.
- **Online Registration:** SACE has developed the online registration process which has been piloted in the five universities with student teachers and some walk-in teachers in the office. Again, this process will reduce teachers' travelling to the SACE offices. Likewise, the office is moving towards a more secured e-certification process. The teaching profession and stakeholders will be updated on the date for rolling out the online registration to the entire teaching profession. This is a progressive move that will enhance and turn around the registration process at SACE.

PROFESSIONAL STANDARDS

- **Professional Teaching Standards:** SACE council has approved the Professional Teaching Standards (as attached) for the profession after a wider consultation and consensus reached with all the stakeholders and teacher unions in particular. The standards have been presented to both CEM and HEDCOM and will now go through the gazetting process prior to full implementation.
- **Teachers' Rights, Responsibilities and Safety:** In the light of violence on teachers in schools, SACE has made a contribution through conceptualising and launching a programme and campaign on teachers' rights, responsibilities and safety. Provincial launches happened in the Western Cape, Kwazulu-Natal and Northwest provinces and are continuing in other provinces. Similarly, the bigger research on the programme has taken place with 9 focus group sessions happening in the 9 provinces. The 1st draft handbook on teachers' rights, responsibilities and safety has been developed. It has been circulated internally for comments. Teachers and stakeholders will have an opportunity to provide their final inputs through the forthcoming provincial round tables, SACE website and social media platforms.
- **CPTD System:** SACE has noted that some teachers continue to experience challenges with the CPTD system reporting and participation processes. We have appointed the CPTD Coordinators who are responsible for specifically providing onsite support to schools,

teacher unions at different levels, teachers and unions members in their meetings / workshops / seminars and conferences. Their list and contact details are available from member@sace.org.za Similarly, the same email address should be used for any CPTD related matters and support.

- **Know and Embrace your professional body/ council campaign:** SACE has realised that many teachers and stakeholders appear not to have proper understanding of the role of SACE. In responding to this challenge, the CEO has conceptualised a programme on “Know and Embrace your Professional Council”. In doing so, she started with a process of capacitating teacher union leaders (Provincial Executive Committees) on the role of SACE as well as sharing some update information.

SACE Provincial Offices

- Currently SACE has the national and five provincial offices as follows:
 - National Office – Centurion (Functional)
 - KZN Office – Durban (Functional)
 - Free State – Bloemfontein (Functional)
 - Limpopo Office – Polokwane (Functional)
 - Western Cape – Cape Town (Being Finalised)
 - Eastern Cape – East London (Being Finalised)
- While council took a decision to establish additional SACE provincial offices in the Eastern Cape and Western Cape, it has **not been able to acquire the physical office space** due to challenges it faced in the property market sector during the bidding process.