



## basic education

Department:  
Basic Education  
REPUBLIC OF SOUTH AFRICA

Private Bag X895, Pretoria, 0001, Sol Plaatjie House, 222 Struben Street, Pretoria, 0002, South Africa  
Tel.: (012) 357 3000, Fax: (012) 323 0601, [www.education.gov.za](http://www.education.gov.za)

Ref no: 72479/1  
Enquiries: Mr T Maponya  
Tel: (012) 357-3342  
Email: maponya.t@dbe.gov.za

Mr EL Mosuwe  
Head: Education  
Gauteng  
PO Box 7710  
**JOHANNESBURG**  
2000

By e-mail: [lorraine.mokoatle@gauteng.gov.za](mailto:lorraine.mokoatle@gauteng.gov.za)

Dear Mr Mosuwe

### **DE-ESCALATION TO COVID-19 LOCKDOWN ALERT LEVEL 1 AND ITS IMPLICATIONS IN RESPECT OF CA 1 OF 2020**

The Education Labour Relations Council (ELRC) Collective Agreement 1 of 2020 makes provision for the granting of concessions to educators with pre-existing medical conditions that predisposes them to severe COVID-19.

Concessions are only applicable for the duration of Alert Level 3 and 2 of the national state of disaster as a result of the COVID-19 outbreak.

On Wednesday, 16 September 2020, The State President announced that the country will move to Alert Level 1, effective from midnight on Sunday, 20 September 2020. This development implies that the effective period for the concessions will lapse from midnight on Sunday, 20 September 2020 and teachers will have to return to school as from 21 September 2020.

There are instances where substitute educators have been appointed in the place of educators who had been granted a concession. Whereas it is expected that educators with comorbidities will return to school, the Provincial Education Department (PED) should honour the contractual obligations entered into between the substitute educators and the PED.

Schools should consider ways in which they could best utilise the substitute educators with whom they have a contractual obligation.

Yours sincerely

A handwritten signature in black ink, appearing to be 'HM Mweli', written in a cursive style.

**MR HM MWELI**  
**DIRECTOR-GENERAL**  
**DATE: 18 SEPTEMBER 2020**