



education

Department of  
Education  
FREE STATE PROVINCE**DEPARTMENT OF EDUCATION****NOTICE**

In terms of the Employment of Educators' Act, 1998, the Regulations, and Personnel Administration Measures (PAM), I hereby publish the following list of vacancies on the establishment of the Free State Department of Education.

I encourage all educators to view the vacancies as opportunities to make a contribution to the reconstruction and development of Education in our Province.

  
**SUPERINTENDENT-GENERAL****DATE:** 2013/05/24

---

**EDUCATIONAL INSTITUTION VACANCY LIST 4 OF 2013: PROMOTION POSTS****1. INSTRUCTIONS REGARDING POSTS ADVERTISED IN THE VACANCY LIST****1.1 DATE OF COMMENCEMENT OF DUTY**

1 OCTOBER 2013, or as soon as possible thereafter.

**1.2 CLOSING DATE FOR APPLICATIONS**

27 JUNE 2013 at 16h00

## **2. PROCEDURE WHEN APPLYING**

- 2.1** A separate application form is to be submitted for each vacancy / post applied for.
- 2.2** A unique post number is allocated to every vacant post. Please note that sorting of applications is done according to the post number; therefore please ensure that the correct post number is quoted on the application form.
- 2.3** The only application forms that will be recognized for this vacancy list are the P04/2012 and the P01/2004 application form (P01/2004 – being phased out). The P04/2012 application form is available at District Offices and on the website, as well as included in this Vacancy List. No other forms than the above will be considered.
- 2.4** A CV and originally and recently certified (not older than 6 months) copies of the following documents must be attached to each application form (P04/2012 / P01/2004):
- ❖ All educational qualifications (including GR. 12 Certificate and Informal qualifications)
  - ❖ ID document (to be permanently appointed, you must be a South African citizen)
  - ❖ SACE membership document
  - ❖ The CV must indicate the candidate's qualifications and subjects obtained as well as the subjects / GR's that can be taught by him / her. The CV should also indicate, if applicable, all previous periods of service as an educator (state period / rank and school / employer).
- 2.5** The complete post number (indicated on the left of each vacant post) of the vacancy for which application is made, and the applicant's PERSAL NUMBER (if the applicant is employed / has been previously employed) are to be inserted on the application form.
- 2.6** Applications must be sent to the relevant District Office (addresses as indicated in **paragraph 6**). Posted applications will only be accepted if they reach the relevant District Office, **by Thursday, 27 June 2013 (NO EXEPTIONS)**.

## 2.7 TAKE NOTE OF THE FOLLOWING:

- 2.7.1 Failure to comply with the above procedures will lead to an application being rejected.
- 2.7.2 Applicants are informed that applications, qualifications, ID's and CV's will not be returned.
- 2.7.3 Applicants must also note that if no notification of appointment is received within 4 months of the closing date, they must accept that their applications have been unsuccessful and are hereby thanked for applying.
- 2.7.4 No faxed or e-mailed applications will be accepted.
- 2.7.5 The Department reserves the right to withdraw and / or not fill any post on the vacancy list.
- 2.7.6 Applicants' education qualification (s) will be verified.
- 2.7.7 The Free State Department of Education is an equal opportunity, affirmative action employer. It is our intention to promote race, gender and disability in the Department and will be guided by its employment Equity Plan.

**(All Principal posts are on Post Level 4)**

POST LEVEL	TARGET	RACE Black: target =	GENDE R	SCORING				IF DISABL ED	Preference of filling posts through external recruitment and/or internal promotion according to EE requirements
				BM	BF	WM	WF		
2	Black Male (BM)	Black= 15	+10 for Male	25	15	10	0	+ 5	Black Male
3	Black Female (BF)	Black= 15	+10 for Female	15	25	0	10	+ 5	Black Female
4	Black Female (BF)	Black= 15	+10 for Female	15	25	0	10	+ 5	Black Female

OR

POST LEVEL	TARGET	GEND ER: M / F =	RACE	SCORING				IF DISABL ED	Preference of filling posts through external recruitment and/or internal promotion according to EE requirements
				BM	BF	WM	WF		
2	Black Male (BM)	M = 15	+10 for Black	25	10	15	0	+ 5	Black Male
3	Black Female (BF)	F = 15	+10 for Black	10	25	0	15	+ 5	Black Female
4	Black Female (BF)	F = 15	+10 for Black	10	25	0	15	+ 5	Black Female

### **3. MINIMUM REQUIREMENTS FOR QUALIFICATIONS AND EXPERIENCE**

#### **3.1 ACADEMIC QUALIFICATIONS**

At least a recognized, 3-year qualification (REQV 13), which must include appropriate training as an educator.

- \* The evaluation of an educator's qualifications to determine whether it is appropriate for appointment or not and to determine what the Relative Education Qualification Value (REQV) of the qualification is, shall be done in accordance with the measures contained in the document "Evaluation of Qualifications for Employment in Education".
- \* The qualifications and background information of short-listed candidates will undergo a verification process.
- \* Registered with SACE

#### **3.2 EXPERIENCE**

The minimum requirements with regard to experience for appointment to the specific posts / post levels are as follows:

<b>POST LEVEL</b>	<b>MINIMUM EXPERIENCE REQUIRED (YEARS)</b>
2	3
3	5
4	7

#### **4.1 PROCEDURE FOR FILLING OF POSTS**

**4.1.1 ELRC Resolution Nr. 2 of 2003** "Transfer of Serving Educators in Terms of Operational Requirements with specific emphasis to Annexure A, paragraphs (d), (e) and specifically paragraph (g) "In terms of section 6 or section 8 of the Employment of Educators Act, (1998) the Head of a Provincial Department may transfer an educator who is in addition to another posts in the Department that matches his / her skills and experience. "

**4.1.2 FS ELRC Resolution Nr. 1 of 2012**, as contained in Human Resources Administration Circular No. 51 of 2012. All role-players must please note Section 6 (1) (3) (a) of the Employment of Educators Act, 1998 as amended by Section 7 of the new Education Laws Amendment Act, 2005, which reads as follows:

"Subject to paragraph (m), any appointment, promotion or transfer to any post on the educator establishment of a public school or a further education and training institution, may only be made on the recommendation of the Governing Body of the public school or council of the further education and training institution"

- “(b) In considering the applications the Governing Body or the council, as the case may be, must ensure the principles of equity, redress and representativity are complied with and the Governing Body or council as the case may be, must adhere to-
- i. The democratic values and principles referred to in paragraph 7 (1);
  - ii. Any procedure collectively agreed upon or determined by the Minister for the appointment, promotion or transfer of educators;
  - iii. Any requirement collectively agreed upon or determined by the Minister for the appointment, promotion or transfer of educators which the candidate must meet;
  - iv. A procedure whereby it is established that the candidate is registered or qualifies for registration as an educator with the South African Council for Educators; and
  - v. Procedure that would ensure that the recommendation is not obtained through undue influence on the members of the Governing Body or Council, as the case may be”

**NOTE:** Section 7.1 refers to equality, equity and democratic values as mentioned in Section 195 (1) of the Constitution

- (c) The Governing Body must submit in order of preference to the Head of Department, a list of –
  - i. At least 3 names of recommended candidates; or
  - ii. fewer than 3 candidates in consultation with the Head of Department
- (d) When the Head of Department considers the recommendation contemplated in paragraph (c), s / he must before making an appointment, ensure that the Governing Body has met the requirements in paragraph (b)
- (e) If the Governing Body has not met the requirements in paragraph (b) the Head of Department must decline the recommendation
- (f) Despite the order of preference in paragraph (c) and subject to paragraph (d) the Head of Department may appoint any suitable candidate on the list.
- (g) If the HOD declines a recommendation, he must-
  - i. Consider all the applications submitted for this post;
  - ii. Apply the requirements in paragraph (b) (i-iv); and
  - iii. Despite (a) appoint a suitable candidate temporarily or re-advertise the post
- (l) A recommendation contemplated in paragraph (a) shall be made two months from the date on which the SGB or council, as the case may be, was requested to make a recommendation, failing which the HOD may, subject to paragraph (g) make an appointment without such a recommendation.

**NB:** All references to HOD mean the delegated authority.

## 4.2 NOMINATIONS

4.2.1 Because the actions and decisions of a governing body / interviewing committee during this process may lead to a dispute, the following measures must be taken:

- \* The committee / SGB must consider the merits of candidates objectively and fairly.
- \* The committee / SGB should act objectively and transparently. Dissatisfaction with the decisions of interviewing committees causes disputes, which must be avoided.
- \* The evaluation of candidates and the conclusions of the interviewing committee / SGB must be defensible beyond any doubt and able to stand the test of justice.
- \* All interviewed candidates must be ranked in order of preference with motivation for each candidate.
- \* The P010/2012 (revised) must be completed in full.

4.3 Complaints / dissatisfactions from unions and or candidates should be submitted within 15 working days after the process that caused the complaint / dissatisfaction.

**NB** It is improper for interviewing panel members or union representatives observing the process to inform any of the interviewees about the outcome of the interviews before the Superintendent General: Education has approved the recommendation of the SGB. Such disclosure of official information without approval is viewed as misconduct and punishable by Law.

## 5. APPOINTMENTS

5.1 The Interviewing Committee / School Governing Body merely recommend a candidate. The Head of the Department or the person with the delegated authority approves the appointment.

5.2 **Appointments are subject to confirmation by the department.** A nominated candidate must, therefore, refrain from taking any steps to assume duty until s / he has been notified officially (appointment letter) that the appointment has been approved.

5.3 Should there be a change in headquarters (Municipal Area) as a result of an appointment; the affected educator must contact the Resettlement Section at HRA Directorate in advance to ascertain the benefits s / he is entitled to.

**6. APPLICATIONS SHOULD BE SENT TO OR HANDED IN AT THE FOLLOWING ADDRESSES BY 16:00 ON THE CLOSING DATE:**

**6.1 DISTRICT OFFICES**

1. The Director: Xhariep District Office  
Private Bag X 20513  
BLOEMFONTEIN  
9300  
  
C/O St Andrew & Markgraaf Street  
BLOEMFONTEIN
2. The Director: Motheo District Office  
Private Bag X20512  
BLOEMFONTEIN  
9300  
  
C/O St Andrew & Markgraaf Street  
BLOEMFONTEIN
3. The Director: Lejweleputswa District Office  
Private X 30  
WELKOM  
9460  
  
C/O Stateway & Tulbach Street  
Anmercosa House  
WELKOM
4. The Director: Thabo Mofutsanyana District  
Private Bag X 817  
WITSIESHOEK  
9870  
  
Parliament Building (On the mountain)  
PHUTHADITJABA
5. The Director: Fezile Dabi District  
Private Bag X 2007  
SASOLBURG  
9570  
  
23 Totius Street  
Old Cedar School Building  
SASOLBURG

## **7. ADDRESSES OF UNIONS REGISTERED WITH THE ELRC**

- 7.1 Only SADTU and CTU - ATU are recognized to observe the short-listing and interviewing processes.
- 7.2 Written invitations to the short-listing and interviews to union parties must be sent with due cognizance of the requirement for notification of 5 working days prior to date of the intended short-listing / interviews to the following addresses:
- SADTU**, P.O. Box 6785, Bloemfontein, 9300 (Tel: 051 – 430 1257 / Fax: 051-4301405)  
**CTU - ATU**, P.O. Box 35551, Faunasig, Bloemfontein, 9325 (Tel: 051 – 444 4509 / Fax: 051 – 444 2101)
- 7.3 Institutions must attach written proof of such invitations to the draft submission.

## **8. SPECIAL REQUIREMENTS FOR CANDIDATES AND SCHOOLS**

- 8.1 Candidates must clearly indicate where they can be reached and at least two contact numbers and addresses must be provided for this purpose on the application form. If available, e-mail and / or fax addresses must be indicated.
- 8.2 Schools must apply all reasonable measures to locate short-listed candidates in order to attend interviews. Schools will not be allowed to cite non-availability of candidates as reason for non-recommendation.
- 8.3 Unions must at all times be available for the attendance of interviews. If unions are absent in spite of being invited, interviews will continue without them.

## **9. PAYMENTS OF INCENTIVES TO FARM SCHOOL EDUCATORS**

- 9.1 It should be noted that **all posts** at Farm Schools have been identified to be incentivized. Candidates who will be successful and is appointed in the incentivized posts at Farm Schools will be eligible for the payment of an incentive in terms of the Government Gazette No 30678, 2008 (with certain conditions).





## APPLICATIONS FOR EMPLOYMENT (EDUCATORS)

### 1. INSTRUCTIONS

P04/2012

- (i) A separate application form must be submitted in respect of every post applied for.
- (ii) Every APPLICATION must be accompanied by:
- Originally certified copies of educational qualifications, identity document and drivers license (if applicable)
  - A detailed CV
- (iii) All Applications must be submitted as indicated in the advertisement in accordance with the instructions appearing in the vacancy list

#### **SPECIAL NOTES**

Passport number in the case of non-South African citizens<sup>1</sup>

This information is required to enable the department to comply with the Employment Equity Act, 1998<sup>2</sup>

### 2. POST APPLIED FOR

Designation ( <i>as stated in the advert</i> )	District / Directorate where the post is advertised / School
Post number ( <i>as stated in the advert</i> )	If you are offered the position, when can you assume duty?

### 3. PERSONAL PARTICULARS (please ignore if you have attached a CV with ALL of the following information)

SURNAME				
NAMES				
PERSONAL NUMBER (IF APPLICABLE)				
IDENTITY NUMBER <sup>1</sup>				
RACE <sup>2</sup>	<b>AFRICAN</b>	<b>WHITE</b>	<b>COLOURED</b>	<b>INDIAN</b>
GENDER <sup>2</sup>	<b>MALE</b>		<b>FEMALE</b>	
DO YOU HAVE A DISABILITY? <sup>2</sup> IF NO, INDICATE NOT APPLICABLE.	<b>YES</b>		<b>NO</b>	
	YES	NO	IF YES SPECIFY	
ARE YOU A SOUTH AFRICAN CITIZEN? IF NOT, WHAT IS YOUR NATIONALITY?	<b>YES</b>		<b>NO</b>	
IF NOT A RSA CITIZEN DO YOU HAVE A VALID WORK PERMIT? YES/NO (IF YES PERMIT NR)				
HAVE YOU BEEN CONVICTED OF A CRIMINAL OFFENCE OR BEEN FOUND GUILTY OF MISCONDUCT IN YOUR PRESENT OR PREVIOUS JOB / DISMISSED FROM EMPLOYMENT? (IF YES, ATTACH DETAILS ON A SEPARATE SHEET)	<b>YES</b>		<b>NO</b>	
IF YOU HAVE BEEN EMPLOYED BEFORE IN THE PUBLIC SERVICE (PS), HOW WAS YOUR SERVICE TERMINATED? (If currently <u>still</u> permanently employed in PS, please ignore this question)	VSP	RESIGNED	ILL-HEALTH	OTHER (SPECIFY)
PROFESSIONAL REGISTRATION (PLEASE STATE BODY AND NUMBER)				

### 4. HOW DO WE CONTACT YOU

TELEPHONE NUMBERS DURING OFFICE HOURS	( )
TELEPHONE NUMBERS AFTER HOURS	( )
E-MAIL ADDRESS	FAX NUMBER
RESIDENTIAL ADDRESS:	POSTAL ADDRESS:

**5. LANGUAGE PROFICIENCY - STATE 'GOOD', 'FAIR', or 'POOR'**

	Languages (specify)					
Speak						
Read						
Write						

**6. QUALIFICATIONS (ATTACH SEPARATE SHEET IF NECESSARY)** (please ignore if you have attached a CV with these details)

School / University / College	Qualification (s)	Subjects	Date Obtained

Attach originally certified copies of all qualifications and subject statements

**7. PROFESSIONAL QUALIFICATIONS (i.e. HED)**

Institution	Qualification (s)	Subjects (Specify major subjects)	Date Obtained

Attach certified copies of all qualifications and subject statements

**8. EXPERIENCE** (please ignore if you have attached a CV with these details)

	Department / Employer	Institution	Rank and Subjects / GR.s	STATE EXACT DATES		TOTAL	
				From	To	Years	Months
TEACHING							
	Department / Employer	Section	Position	STATE EXACT DATES		TOTAL	
				From	To	Years	Months
NON TEACHING							

**9. BURSARIES AND LOANS**

Has a loan and or bursary been granted to you by the Free State Department of Education If yes (give full particulars)	YES	NO
---	-----	----

**DECLARATION:**

I \_\_\_\_\_ declare that the information provided (including any attachments) is complete and correct to the best of my knowledge. I understand that any false information could lead to my **APPLICATION** being disqualified or my discharge if I am appointed.

**SIGNATURE:****DATE:**



education

Department of  
Education  
FREE STATE PROVINCE

**MANAGEMENT PLAN**  
**EDUCATIONAL INSTITUTION VACANCY LIST 4 OF 2013**  
**PROMOTION POSTS: POST LEVEL 2 - 4**

<b>NO</b>	<b>TIMEFRAME</b>	<b>ACTION</b>	<b>RESPONSIBILITY</b>
1	30 May 2013	Publication of Vacancy List No. 4 of 2013	Head Office
2	27 June 2013	Closing date of Vacancy List No. 4 of 2013	Districts
3	30 May – 12 July 2013	Acknowledgement of receipt, sorting and scheduling of applications	Districts
4	15 – 17 July 2013 <i>Compulsory</i>	<b>Unions to be invited for formal meeting to report on sifting of application received and venues arranged by districts</b>	Districts
5	17 – 19 July 2013	SMGD's to collect applications from HR in the District Office	Districts
6	22 July – 23 August 2013	Short-listing and Interviews	Schools / Colleges
7	29 – 30 August 2013 / as soon as processes are finalised	Recommendations for appointments to Districts.	Schools / Colleges
8	26 August – 6 September 2013/ as soon as processes are finalised	Districts to submit appointments for posts en route to the Delegated Authority	HRM: Districts
9	20 September 2013	All recommendations approved by the Delegated Authority (DA)	DA
10	23 – 26 September 2013	Inform SMGD's and successful candidates of appointments (Appointment letters issued before successful candidates assume duties).	District Offices / Schools / Colleges
11	1 October 2013 / or as soon as possible thereafter	New appointees assume duty	Applicants

## POSTS IN VACANCY LIST: PROMOTION POSTS

### XHARIEP DISTRICT

#### POST LEVELS 2 - 4

<b>IKANYEGENG COMBINED SCHOOL JACOBSDAL</b>	<b>ENGLISH MEDIUM</b>	
820830/202	HEAD OF DEPARTMENT (POST LEVEL 2) MATHEMATICS (INTERMEDIATE PHASE) ENGLISH (INTERMEDIATE PHASE)	
<b>KOFFIEFONTEIN COMBINED SCHOOL KOFFIEFONTEIN</b>	<b>AFRIKAANS MEDIUM</b>	
193316/203	HEAD OF DEPARTMENT (POST LEVEL 2) MATHEMATICS	GR. 4 - 9
<b>LEPHOI PRIMARY SCHOOL BETHULIE</b>	<b>ENGLISH MEDIUM</b>	
820525/206	HEAD OF DEPARTMENT (POST LEVEL 2) NATURAL SCIENCE /TECHNOLOGY XHOSA	GR. 4 - 7 GR. 4 - 7
<b>JB TYU INTERMEDIATE SCHOOL ROUXVILLE</b>	<b>ENGLISH MEDIUM</b>	
820526/301	DEPUTY PRINCIPAL (POST LEVEL 3)	
<b>SPRINGFONTEIN SECONDARY SCHOOL SPRINGFONTEIN</b>	<b>ENGLISH MEDIUM</b>	
180013/301	DEPUTY PRINCIPAL (POST LEVEL 3)	
<b>SPRINGFONTEIN PRIMARY SCHOOL SPRINGFONTIEN</b>	<b>ENGLISH MEDIUM</b>	
820528/62084	PRINCIPAL (SALARY LEVEL 10, POST LEVEL 4)	
<b>WILLIAMSVILLE PRIMARY SCHOOL SPRINGFONTEIN</b>	<b>AFRIKAANS MEDIUM</b>	
840030/62064	PRINCIPAL (SALARY LEVEL 9, POST LEVEL 4)	

**MOTHEO DISTRICT****POST LEVELS 2 - 4****ATLEHANG SENIOR SECONDARY SCHOOL  
BLOEMFONTEIN****ENGLISH MEDIUM**

840716/203	HEAD OF DEPARTMENT (POST LEVEL 2) PHYSICAL SCIENCE AND MATHS	GR. 8 - 12
840716/204	HEAD OF DEPARTMENT (POST LEVEL 2) GEOGRAPHY, HISTORY, ENGLISH	GR. 8 - 12

**BATHO PRIMARY SCHOOL  
BLOEMFONTEIN****ENGLISH MEDIUM**

820431/201	HEAD OF DEPARTMENT (POST LEVEL 2) ENGLISH, TECHNOLOGY	GR. 4 - 7
------------	--	-----------

**BLOEMFONTEIN SECONDARY SCHOOL  
BLOEMFONTEIN****ENGLISH/AFRIKAANS MEDIUM**

192212/203	HEAD OF DEPARTMENT (POST LEVEL 2) MATHEMATICS LITERACY AND CONSUMER STUDIES	GR. 10 - 12
------------	---	-------------

**DIBENG SA TSEBO PUBLIC SCHOOL  
BOTSHABELO****ENGLISH / SESOTHO MEDIUM**

820362/203	HEAD OF DEPARTMENT (POST LEVEL 2) MATHS, ENGLISH, SESOTHO, LIFE SKILLS	GR. 1 - 3
820362/202	HEAD OF DEPARTMENT (POST LEVEL 2) NATURAL SCIENCES AND TECHNOLOGY, MATHEMATICS	GR. 4 - 6

**FICHARDTPARK HIGH  
BLOEMFONTEIN****AFRIKAANS MEDIUM**

193206/201	HEAD OF DEPARTMENT (POST LEVEL 2) CIVIL TECHNOLOGY	GR. 10 - 12
------------	---	-------------

**GREY COLLEGE SECONDARY  
BLOEMFONTEIN****ENGLISH/AFRIKAANS MEDIUM**

193208/207

HEAD OF DEPARTMENT  
ACCOUNTING & EMS  
BUSINESS STUDIESGR. 8 - 12  
GR. 10 - 12**KATISO PUBLIC SCHOOL  
BLOEMFONTEIN****ENGLISH/AFRIKAANS MEDIUM**

840051/203

HEAD OF DEPARTMENT (POST LEVEL 2)  
LIFE ORIENTATION  
SESOTHOGR. 7  
GR. 6

840051/62104

PRINCIPAL (SALARY LEVEL 11, POST LEVEL 4)

**LENYORA LA THUTO COMPREHENSIVE SCHOOL  
BOTSHABELO****ENGLISH MEDIUM**

820315/201

HEAD OF DEPARTMENT (POST LEVEL 2)  
MATHEMATICS

GR. 8 - 12

820315/202

HEAD OF DEPARTMENT (POST LEVEL 2)  
SESOTHO

GR. 8 - 12

**LEREKO SECONDARY SCHOOL  
BLOEMFONTEIN****ENGLISH MEDIUM**

820421/209

HEAD OF DEPARTMENT (POST LEVEL 2)  
SESOTHO

GR. 8 - 12

**MABOLELA PRIMARY SCHOOL  
BLOEMFONTEIN****SESOTHO MEDIUM**

820418/201

HEAD OF DEPARTMENT (POST LEVEL 2)  
SESOTHO, ENGLISH, LIFE SKILLS,  
MATHEMATICS

GR. 1 - 3

**MANYATSENG PRIMARY SCHOOL  
LADYBRAND****ENGLISH MEDIUM**

821048/204

HEAD OF DEPARTMENT (POST LEVEL 2)  
LIFE SKILLS  
ARTS AND CULTUREGR. 4 - 7  
GR. 7

**MPATLENG SECONDARY SCHOOL  
BOTSHABELO****ENGLISH MEDIUM**

820352/205

HEAD OF DEPARTMENT (POST LEVEL 2)  
ACCOUNTING, MATHEMATICS

GR. 10 - 12

**PHANO INTERMEDIATE SCHOOL  
BOTSHABELO****ENGLISH MEDIUM**

820349/201

HEAD OF DEPARTMENT (POST LEVEL 2)  
FOUNDATION PHASE

GR. 1 - 3

**PHETOGANE SECONDARY SCHOOL  
THABA NCHU****ENGLISH MEDIUM**

940006/302

DEPUTY PRINCIPAL (POST LEVEL 3)

**RAOHANG INTERMEDIATE SCHOOL  
BOTSHABELO****ENGLISH MEDIUM**

820350/202

HEAD OF DEPARTMENT (POST LEVEL 2)  
FOUNDATION PHASE

GR. 1 - 3

**REAMOHETSE SECONDARY SCHOOL  
BOTSHABELO****ENGLISH MEDIUM**

820335/301

DEPUTY PRINCIPAL (POST LEVEL 3)

**RELEBELETSE PRIMARY SCHOOL  
BLOEMFONTEIN****ENG/SESOTHO MEDIUM**

990055/62124

PRINCIPAL (SALARY LEVEL 12, POST LEVEL 4)

**REKGONNE PRIMARY SCHOOL  
BLOEMFONTEIN****ENGLISH/SESOTHO MEDIUM**

840312/203

HEAD OF DEPARTMENT (POST LEVEL 2)  
LIFE SKILLS AND MATHS

GR. 6 - 7

**REUTLWAHETSE SECONDARY SCHOOL  
EXCELSIOR****ENGLISH MEDIUM**

820185/202

HEAD OF DEPARTMENT (POST LEVEL 2)  
PHYSICAL SCIENCE, MATHEMATICS

GR. 8 - 12

**ROSEVIEW PRIMARY SCHOOL  
BLOEMFONTEIN**

**ENGLISH / SESOTHO**

180030/202 HEAD OF DEPARTMENT (POST LEVEL 2)  
MATHS AND NATURAL SCIENCE GR. 4 - 7

**SENAKANGWEDI PRIMARY SCHOOL  
BOTSHABELO**

**ENGLISH MEDIUM**

820351/201 HEAD OF DEPARTMENT (POST LEVEL 2)  
PHYSICAL SCIENCE AND LIFE SCIENCE GR. 10 - 12

**STRYDOM SECONDARY SCHOOL  
THABA NCHU**

**TSWANA/ENGLISH MEDIUM**

940009/206 HEAD OF DEPARTMENT (POST LEVEL 2)  
ACCOUNTING &  
ECONOMICS/BUSINESS STUDIES GR. 10 - 12

**THABO PRIMARY SCHOOL  
BOTSHABELO**

**ENGLISH MEDIUM**

840400/205 HEAD OF DEPARTMENT (POST LEVEL 2)  
LANGUAGES, NATURAL SCIENCE GR. 4 - 7

**TATELLO SPECIAL SCHOOL  
BLOEMFONTEIN**

**ENGLISH MEDIUM**

820716/202 HEAD OF DEPARTMENT (POST LEVEL 2)  
COMPUTER APPLICATIONS TECHNOLOGY,  
ENGLISH, MATHEMATICS GR. 1 - 7

**TOKA PRIMARY SCHOOL  
BLOEMFONTEIN**

**SESOTHO/XHOSA/ENG MEDIUM**

820435/201 HEAD OF DEPARTMENT (POST LEVEL 2)  
FOUNDATION PHASE  
SESOTHO (HL) AND XHOSA (HL)  
MATHEMATICS, LIFE SKILLS GR. 1 - 3



**TWEESPRUIT COMBINED  
TWEESPRUIT****SESOTHO/ENGLISH MEDIUM**

820186/203

HEAD OF DEPARTMENT (POST LEVEL 2)  
FOUNDATION PHASE**UNICOM PRIMARY  
TWEESPRUIT****AFRIKAANS/ENGLISH MEDIUM**

180010/203

HEAD OF DEPARTMENT (POST LEVEL 2)  
ENGLISH HOME LANGUAGE,  
AFRIKAANS FIRST ADDITIONAL LANGUAGE,  
EMS, LIFE ORIENTATION  
ARTS AND CULTURE, SOCIAL SCIENCE

GR. 4 - 7

**UNITY PRIMARY SCHOOL  
BLOEMFONTEIN****ENGLISH MEDIUM**

840303/206

HEAD OF DEPARTMENT (POST LEVEL 2)  
FOUNDATION PHASE

GR. 1 - 3

**LEJWELEPUTSWA DISTRICT****POST LEVELS 2 - 4****BAHALE SECONDARY SCHOOL  
HENNENMAN****ENGLISH MEDIUM**

821372/202

HEAD OF DEPARTMENT (POST LEVEL 2)  
HISTORY  
TECHNOLOGY, AFRIKAANS

GR. 8 - 12

GR. 8 - 9

**HANI PARK PRIMARY SCHOOL  
WELKOM****ENGLISH MEDIUM**

840730/204

HEAD OF DEPARTMENT (POST LEVEL 2)  
XHOSA, LIFE SKILLS, ENGLISH

GR. 4 - 7

840730/301

DEPUTY PRINCIPAL (POST LEVEL 3)

840730/302

DEPUTY PRINCIPAL (POST LEVEL 3)

**HANOVER COMBINED FARM SCHOOL  
BULTFONTEIN****ENG/SOTHO MEDIUM**

821675/201

HEAD OF DEPARTMENT (POST LEVEL 2)  
MATHEMATICS, PHYSICAL SCIENCE

GR. 8 - 12

**HLABOLOHA PRIMARY SCHOOL  
BOTHAVILLE****ENGLISH MEDIUM**

822013/62104

PRINCIPAL (SALARY LEVEL 11, POST LEVEL 4)

**ITUMELENG-MABELLE PRIMARY SCHOOL  
ODENDAALSRUS****ENGLISH MEDIUM**

821155/62104

PRINCIPAL (SALARY LEVEL 11, POST LEVEL 4)

**MAMELLANG-THUTO SECONDARY SCHOOL  
BOTHAVILLE****ENGLISH MEDIUM**

822009/302

DEPUTY PRINCIPAL (POST LEVEL 3)

**MELODING SECONDARY SCHOOL  
VIRGINIA**

**ENGLISH MEDIUM**

840700/62104

PRINCIPAL (SALARY LEVEL 11, POST LEVEL 4)

**MOKGWABONG PRIMARY SCHOOL  
WELKOM**

**SOTHO/ENGLISH MEDIUM**

922119/302

DEPUTY PRINCIPAL (POST LEVEL 3)

**UNITAS SECONDARY SCHOOL  
WELKOM**

**ENGLISH MEDIUM**

180034/302

DEPUTY PRINCIPAL (POST LEVEL 3)

**WELKOM GIMNASIUM SECONDARY SCHOOL  
WELKOM**

**AFR/ENG MEDIUM**

195202/203

HEAD OF DEPARTMENT (POST LEVEL 2)  
ENGLISH (HOME LANGUAGE),  
ENGLISH (FAL)

GR. 10 - 12

**THABO MOFUTSANYANA DISTRICT****POST LEVELS 2 - 4****SPECIAL SCHOOLS**

**THIBOLOHA SCHOOL FOR THE DEAF AND BLIND      ENGLISH MEDIUM**  
**QWAQWA**

912003/204                      HEAD OF DEPARTMENT (POST LEVEL 2)  
 BUSINESS STUDIES OR SESOTHO                      GR. 7 - 12  
 (Knowledge of Braille or SASL)

**MAINSTREAM SCHOOLS**

**BETHLEHEM COMBINED SCHOOL                      AFRIKAANS/ENGLISH MEDIUM**  
**BETHLEHEM**

840034/62104                      PRINCIPAL (SALARY LEVEL 11, POST LEVEL 4)

**BODIKELA INTERMEDIATE SCHOOL                      ENGLISH MEDIUM**  
**BETHLEHEM**

821816/205                      HEAD OF DEPARTMENT (POST LEVEL 2)  
 ARTS AND CULTURE, LIFE ORIENTATION                      GR. 7 - 9

**DIQHOBONG PRIMARY SCHOOL                      ENGLISH MEDIUM**  
**QWAQWA**

912034/301                      DEPUTY PRINCIPAL (POST LEVEL 3)

**ESIZIBENI SECONDARY SCHOOL                      ENGLISH MEDIUM**  
**MEMEL**

822872/207                      HEAD OF DEPARTMENT (POST LEVEL 2)  
 MATHEMATICS & MATHEMATICS LITERACY                      GR. 10 - 12

**HARRISMITH HIGH SCHOOL                      AFRIKAANS/ ENGLISH MEDIUM**  
**HARRISMITH**

191202/203                      HEAD OF DEPARTMENT (POST LEVEL 2)  
 MATHEMATIC & PHYSICAL /LIFE SCIENCES                      GR. 10 - 12

<b>KHANYENG INTERMEDIATE SCHOOL BETHLEHEM</b>	<b>ENGLISH MEDIUM</b>	
821817/301	DEPUTY PRINCIPAL (POST LEVEL 3)	
<b>LEBOHANG PRIMARY SCHOOL QWAQWA</b>	<b>ENGLISH MEDIUM</b>	
191114/204	HEAD OF DEPARTMENT (POST LEVEL 2) FOUNDATION PHASE	GR. 1 - 3
<b>LETLOTLO PRIMARY SCHOOL QWAQWA</b>	<b>ENGLISH MEDIUM</b>	
912007/301	DEPUTY PRINCIPAL (POST LEVEL 3)	
<b>MAMPOI SECONDARY SCHOOL QWAQWA</b>	<b>ENGLISH MEDIUM</b>	
911040/62104	PRINCIPAL (SALARY LEVEL 11, POST LEVEL 4)	
<b>MATSWATHAKA PRIMARY SCHOOL BETHLEHEM</b>	<b>ENGLISH MEDIUM</b>	
821696/206	HEAD OF DEPARTMENT (POST LEVEL 2) NATURAL SCIENCE & TECHNOLOGY AND MATHEMATICS	GR. 4 - 7
<b>MAUTSE PRIMARY SCHOOL ROSENDAL</b>	<b>ENGLISH MEDIUM</b>	
820999/203	HEAD OF DEPARTMENT (POST LEVEL 2) MATHEMATIC & PHYSICAL /LIFE SCIENCES	GR. 4 - 7
<b>NAMAHADI PRIMARY SCHOOL QWAQWA</b>	<b>ENGLISH MEDIUM</b>	
911002/202	HEAD OF DEPARTMENT (POST LEVEL 2) FOUNDATION PHASE	GR. 1 - 3
<b>PETSANA PRIMARY SCHOOL REITZ</b>	<b>ENGLISH MEDIUM</b>	
822524/302	DEPUTY PRINCIPAL (POST LEVEL 3)	

**SELELEKELA SECONDARY SCHOOL  
QWAQWA**

**ENGLISH MEDIUM**

912049/302 DEPUTY PRINCIPAL (POST LEVEL 3)

**THALABODIBA SECONDARY SCHOOL  
QWAQWA**

**ENGLISH MEDIUM**

911036/205 HEAD OF DEPARTMENT (POST LEVEL 2)  
MATHEMATICS AND PHYSICAL SCIENCE GR. 10 - 12

**THEJANA PRIMARY SCHOOL  
QWAQWA**

**ENGLISH MEDIUM**

914007/62064 PRINCIPAL (SALARY LEVEL 9, POST LEVEL 4)

**THUTO TSEBO PRIMARY SCHOOL  
LINDLEY**

**ENGLISH/ SESOTHO MEDIUM**

822779/202 HEAD OF DEPARTMENT (POST LEVEL 2)  
FOUNDATION PHASE GR. 1 - 3

822779/203 HEAD OF DEPARTMENT (POST LEVEL 2)  
SOCIAL SCIENCE, LIFE SCIENCES GR. 4 - 6

**FEZILE DABI DISTRICT****POST LEVELS 2 - 4****AFRIKAANS HIGH SCHOOL  
SASOLBURG****AFR/ENG MEDIUM**

196202/301

DEPUTY PRINCIPAL (POST LEVEL 3)

**BRENTPARK COMBINED SCHOOL  
KROONSTAD****AFR/ ENG MEDIUM**

840054/302

DEPUTY PRINCIPAL (POST LEVEL 3)

**CREDO PRIMARY SCHOOL  
SASOLBURG****ENGLISH MEDIUM**

823316/201

HEAD OF DEPARTMENT (POST LEVEL 2)  
LANGUAGES (INTERMEDIATE PHASE)

GR. 4 – 6

823316/301

DEPUTY PRINCIPAL (POST LEVEL 3)

**DIBASEHOLO PRIMARY SCHOOL  
KOPPIES****SOTHO/ ENG MEDIUM**

823367/201

HEAD OF DEPARTMENT (POST LEVEL 2)  
MATHEMATICS AND NATURAL SCIENCE

GR. 4 - 7

**FALESIZWE SECONDARY SCHOOL  
FRANKFORT****ENGLISH MEDIUM**

822383/208

HEAD OF DEPARTMENT (POST LEVEL 2)  
LIFE SCIENCE

GR. 10 - 12

**FONTEINE PRIMARY SCHOOL  
SASOLBURG****AFRIKAANS MEDIUM**

196106/203

HEAD OF DEPARTMENT (POST LEVEL 2)  
FOUNDATION PHASE

GR. 1 - 3

**KANANELO SECONDARY SCHOOL  
KROONSTAD****ENGLISH MEDIUM**

822681/202

HEAD OF DEPARTMENT (POST LEVEL 2)  
SESOTHO AND AFRIKAANS

GR. 8 - 10

**MABATHO INTERMEDIATE SCHOOL  
PARYS****ENGLISH MEDIUM**

823223/201

HEAD OF DEPARTMENT (POST LEVEL 2)  
MATHEMATICS, PHYSICAL SCIENCE &  
TECHNOLOGY

GR. 7 - 9

**NOMSA SECONDARY SCHOOL  
DENEYSVILLE****ENG/SOTHO MEDIUM**

823317/203

HEAD OF DEPARTMENT (POST LEVEL 2)  
ENGLISH  
HISTORYGR. 8 - 12  
GR. 10 - 12

823317/206

HEAD OF DEPARTMENT (POST LEVEL 2)  
ACC & EMS  
ARTS & CULTURE  
ECONOMICSGR. 8 - 12  
GR. 8 - 9  
GR. 8 - 9**NTJHAFADITSWE INTERMEDIATE SCHOOL  
STEYNSRUS****ENGLISH MEDIUM**

824107/301

DEPUTY PRINCIPAL (POST LEVEL 3)

**PHIRIHADI PRIMARY SCHOOL  
HEILBRON****SOTHO/ENG MEDIUM**

822314/302

DEPUTY PRINCIPAL (POST LEVEL 3)

**SS. PAKI SECONDARY SCHOOL  
VREDEFORT****ENGLISH MEDIUM**

823221/207

HEAD OF DEPARTMENT (POST LEVEL 2)  
MATHEMATICS, PHYSICAL SCIENCE  
AND LIFE SCIENCE

GR. 8 - 12

**SUSANNA PRIMARY FARM SCHOOL  
EDENVILLE****SOTHO/ENG MEDIUM**

821977/62044

PRINCIPAL (SALARY LEVEL 8, POST LEVEL 4)



**TATAISO PRIMARY SCHOOL  
VREDEFORT**

**SOTHO/ENG MEDIUM**

823263/302

DEPUTY PRINCIPAL (POST LEVEL 3)

**TSHEDISO XOLANE PRIMARY SCHOOL  
TWEELING**

**ENG/SOTHO MEDIUM**

822387/203

HEAD OF DEPARTMENT (POST LEVEL 2)  
SOTHO, ENGLISH, AFRIKAANS  
AND ART AND CULTURE

GR. 4 - 7

**TWEELING COMBINED SCHOOL  
TWEELING**

**ENGLISH MEDIUM**

180006/201

HEAD OF DEPARTMENT (POST LEVEL 2)  
MATHEMATICS  
PHYSICAL SCIENCE

GR. 8 - 12  
GR. 10 - 12

**ZAMALEKA PRIMARY SCHOOL  
VILLIERS**

**ENGLISH MEDIUM**

822453/301

DEPUTY PRINCIPAL (POST LEVEL 3)