

The Changing Landscape in the Conditions of Service for Teachers in South Africa

Vimbi P. Mahlangu and Victor J. Pitsoe

*¹Faculty of Education, Department of Education Management and Policy Studies,
University of Pretoria, South Africa*

*²Department of Educational Management and Leadership, College of Education
University of South Africa, South Africa*

E-mail: ¹<vimbi.mahlangu@up.ac.za>; ²<pitsovj@unisa.ac.za>

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ABSTRACT This article highlights the changes in the conditions of service for teachers in South Africa. Prior to 1994, teachers used to get salary increments without being evaluated. Using Clarke's Situational Matrix theory, this article explores the conditions of service of teachers with the Occupational Specific Dispensation in South Africa. Occupational Specific Dispensation is to ensure efficient and effective labour relations and improved conditions of service for educators. Occupational Specific Dispensation, among others, focuses on fifteen core management criteria for assessing performance of employees; and requires an employee to have a Personal Development Plan (PDP). The purpose of the PDP enables the manager/principal and the employee/educator in identifying skills development requirements and to agree on steps to be followed in addressing those gaps.