



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF
EDUCATION

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NEWSFLASH

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THE ERADICATION OF PIT LATRINES AT THE FINAL COMPLETION STAGES

By Conny Mabunda and Katlengo Mashula



The eradication of dilapidated school buildings and the provision of basic services such as water and proper sanitation remains one of the fundamental approaches to fighting inequality in the schooling system.

In recent developments, Minister of Basic Education Siviwe Gwarube and Limpopo Department of Education MEC Mavhungu Lerule-Ramakhanya visited schools in Vhembe West Education District to officially handover newly built sanitation projects as part of the continued efforts to ensure that learners and educators have access to safe and dignified sanitation in schools.

The schools that benefited on the completion of the projects are



Maguada Primary school at Vuvha village, Mavhunga Primary school at Mauluma village and Ludane Primary at Ha-Rabali Village.

The Minister announced the department's progress in the eradication of pit latrines across the country and affirmed her commitment to be on the ground during the final phase of the eradication of pit latrines in schools.

About 3 375 schools with pit latrines were identified in all Provinces across the country and this has compelled

President Ramaphosa to set a deadline of 31 March 2025 to eradicate pit latrines. The Sanitation Appropriate for Education (SAFE) Initiative focused in all the schools that were in dire need for proper toilets. With the set deadline, the Department of Education moved with speed and so far, 96% of pit latrines in the South African schools have been eradicated. Out of 141 pit latrines left, 90 are under construction and on the final stages of completion. In Limpopo about 391 pit latrines were identified and 390 were eradicated.

Minister Gwarube emphasized that it is the Department of Education's mandate to ensure that every single place in the country, whether in rural or urban areas has access to clean water and proper sanitation and educators go to a place that's safe and hygienic. "The best thing to do for black learners is to ensure they go in schools that have equality," said Minister Gwarube.

Limpopo Education MEC welcomed the support by DBE and the strides made thus far. "The province made a commitment that it would not only address sanitation but school infrastructure in general, through which I successfully handed over newly constructed completed projects in various schools around the province and the Department is now left with only one incomplete project" said MEC Lerule-Ramakhanya.



LIMPOPO TEACHER ACCUSED OF SEXUAL ASSAULT APPEARS IN COURT

By Hanedzani Mbedzi



Mankweng-A 58-year-old Limpopo teacher from Mananga Primary school in Makotopong village outside Polokwane appeared before the Mankweng magistrate court on a charge of rape under Schedule 6. The charges arise from the allegations that the teacher sexually assaulted a 13 year old female learner at the school. His court appearance follows his arrests on Monday, 31 March 2025

It was revealed in court that the incidents occurred between July 2024 and March 2025. Prosecutors emphasized the need for sufficient

time to thoroughly profile the accused case and for the state to have more adequate time to investigate whether this was the accused's first offence or if there are other unreported cases. An outraged community members who gathered outside court, demand justice for the victim and other survivors of sexual violence." As we gather here, we are very scared and angry. A teacher is supposed to protect our children, not harm them. When they leave home for school, teachers become their second parents. This betrayal is heartbreaking,

said community member Keseneilwe Tolo.

The Limpopo Department of Education commended the school for reporting the incident timeously and assured the public that further investigations are underway regarding the matter. The safety and well-being of our learners remain our top priority. If the accused is granted bail, he will not be permitted near the school premises. The department is fully committed to conducting a thorough and fair investigation. The matter was postponed to Friday, 11 April 2025. The Education policy emphasises the importance of creating safe schools that encourages respect for human rights. The policy requires the schools and school authorities to create an enabling education system that supports the full personal development of each learner, and contributes to the moral, social, cultural, political and economic development of the nation at large.



EDUCATION WELCOMES A NEW COHORT OF INTERNS.

By Mmathaba Sape



Polokwane-Limpopo Department of Education is delighted to welcome 325 graduates from across the province who have joined the department as part of the 2025-2027 internship program. The department continues to inspire the future stars to dream big because brilliant young minds who take charge today will be the pioneers of a brighter and better tomorrow. This exciting opportunity will provide the graduates with an invaluable work experience, skills and knowledge in the education sector.

The internship program is designed to bridge the gap between academic theory and practical experience, as it offers recent graduates an opportunity to apply their skills and knowledge in a real-world setting. By working closely with experienced professionals in Head Office, Districts, and Circuits, the interns will engage in various activities that will enhance their skills, knowledge, and employability.

The Department is committed to providing a supportive and inclusive environment that fosters growth,

innovation, and excellence. Our goal is to equip these young leaders with the necessary skills, knowledge, and experience to succeed in their chosen careers and make a positive impact.

The department extends a warm welcome to the 325 new intake and wish them and success in the two year programme as they are expected to make a meaningful contribution to the department's efforts to improve education outcomes in Limpopo.

STATE OF THE ART SCHOOLS IN THE PIPELINE FOR LEPHALALE AND MOOKGOPHONG.

By Katlego Mashula and Hanedzani Mbedzi

Johannesburg- In the quest to address the daunting infrastructure challenges in the Province, Limpopo Department of Education MEC Mavhungu Lerule -Ramakhanya paid a visit to Future Nation Schools, Fleurhof Campus in Soweto, Gauteng Province.

The visit was aimed at learning the best practices on the model of schools they have. The MEC was accompanied by Lephalale local Municipality Mayor Cllr Aron Mokgehle, Mayor designates of Modimolle-Mookgopong, Cllr Mboweni and the infrastructure and curriculum teams from the department.

The Limpopo Department of Education in collaboration with external stakeholders intend to build similar environment friendly

State of the Art schools in Mookgopong and Lephalale in Waterberg Education District. The provision of proper and decent infrastructure remains a key priority for the 7th Administration.

Future Nation Schools pioneers the African education revolution. Their infrastructure comprises modern classrooms, computer labs, spacious halls and playing fields to accommodate extra mural activities.



INSIDE THE LIBRARY SERVICES OF THE DEPARTMENT OF EDUCATION



The directorate led by Director Maseema Mphafane Patrick focuses on building the future of learners by offering them innovative services, ensure that opportunities are available for librarians and educators to enhance their skills. The unit works with District Curriculum Advisors of languages where they offer training, run advocacy, support and monitor schools on library and devices utilization. The section also monitors the integration of ICT into teaching and learning.

WHAT IS YOUR ROLE WITHIN THE LIBRARY SECTION, AND HOW DOES IT CONTRIBUTE TO THE DEPARTMENT OF EDUCATION'S GOALS?

Role: My role is to provide schools with reading materials and assistive devices that improves learner's ability to read fluently and with understanding.

Contribution: Our drive as the directorate is to produce learners who can read for meaning by age of 10. Learners who can read with understanding are able to perform excellent academically.

HOW DO YOU SUPPORT EDUCATORS AND STUDENTS IN TERMS OF LIBRARY RESOURCES AND SERVICES?

We train educators on library guidelines, reading strategies and integration of ICT in reading. Learners use libraries material for their research and enrichment activities.

They are also taught leadership skills as they form part of library committees and clubs.

WHAT ARE SOME OF THE BIGGEST CHALLENGES FACING LIBRARIES IN SCHOOLS, AND HOW ARE YOU ADDRESSING THEM?

Lack of Staff: Use Teachers as librarians and community volunteers
Outdated reading Materials: Use NPOs such as Nalibali and Room to Read to deliver free stories monthly to augment the library stock. Librarians also download stories from You Tube

HOW DO YOU SELECT AND ACQUIRE NEW MATERIALS FOR THE LIBRARY COLLECTION?

The Directorate has Curriculum Advisors who are specialists in reading and are the ones selecting appropriate reading material for the libraries.

We also use specialists from our partners such as Room to Read, Nalibali and National Education Collaboration Trust to select materials with them,
WHAT CRITERIA DO YOU USE TO EVALUATE AND WEED OUT OUTDATED OR IRRELEVANT MATERIALS?

Normally we start with the physical condition of the book, its relevancy to the users, how often the book is used. The department has a policy on how to dispose of these obsolete materials.

HOW DO YOU ENSURE THAT THE LIBRARY COLLECTION IS DIVERSE AND INCLUSIVE?

The library is arranged or organized in a manner that incorporates almost every reader.

Slow, average and fast learners. The department is also providing books for the blind in their schools. We provide books in all languages that are spoken in the province.

WHAT TYPES OF PROGRAMS AND SERVICES DOES THE LIBRARY OFFER TO SUPPORT LITERACY AND LEARNING?

- Book reviews, Reading Competitions, Integration of ICT in reading activities
- Reading Clubs involving parents and community volunteers
- Reading Corners for additional enrichment reading materials
- Celebration of International and National Reading Days

WHAT ROLE DOES TECHNOLOGY PLAY IN ENHANCING LIBRARY SERVICES AND RESOURCES?

Availability of E-Books
Voice scanner pens for pronouncing words properly
Enlargement of words for short sighted learners
Teaching spelling

HOW DOES THE LIBRARY SECTION COLLABORATE WITH OTHER DEPARTMENTS OR ORGANIZATIONS TO SUPPORT EDUCATION?

Room to READ provides schools with reading materials and training
National Education Collaboration trusts taring educators of Reading plans and strategies.
Nalibali established and registered reading clubs and provide hard copy and electronic stories.
Department of Sports, arts and culture runs reading competitions from school level to national.

WHAT OPPORTUNITIES ARE AVAILABLE FOR LIBRARIANS AND EDUCATORS TO RECEIVE PROFESSIONAL DEVELOPMENT AND TRAINING?

Our educators are trained by LDoE in partnership with our NGOs. Some of them are members of LIASA and receive workshop from Library association of South Africa.

BUILDING HARMONY: INSIDE THE LABOUR RELATIONS COMPONENT OF THE LIMPOPO DEPARTMENT OF EDUCATION



Labour Relations directorate mainly focused on the creation of labour peace through grievance handling, dispute resolution, management of workplace discipline, and collective bargaining and negotiations. By encouraging a fair and equitable work environment, the Labour Relations Unit plays a pivotal role in ensuring that employees can perform their duties effectively and without undue stress. This unit not only addresses immediate concerns but also works proactively to prevent future conflicts, thereby contributing to a more stable and productive educational system. The Director for Labour Relations, Mr Malose Given Rafapa took us through the roles and responsibilities of the unit as follows:

Roles and responsibilities **Grievance handling**

When colleagues are aggrieved, they should lodge grievances in line with the grievance procedure and such grievances are handled through investigations and grievance hearings. The applicable law will be applied in order to determine legitimacy of such a grievance and a determination

whether the grievance is substantiated or not, and advise the HOD on the decision to be taken, guided by the remedy sought by the affected employee.

Employees are expected to promptly lodge grievances as soon as such arises and this should be lodged with the immediate supervisor, as far as it is reasonably practicable.

Dispute resolution

In case the grievant is not satisfied with the outcome of the grievance, they have recourse to approach the bargaining council with jurisdiction to lodge a dispute. The matter will be put on the roll of the bargaining council; either the Education Labour Relations Council (ELRC) or the General Public Service Sectoral Bargaining Council (GPSSBC), for dispute hearing. The arbitrator will be appointed by the applicable council to adjudicate on the dispute and the Directorate will assign a representative to represent the department. The arbitration award will be binding on all parties and it could only be challenged through a review process in the Labour Court. Employees are expected to lodge

disputes immediately after the internal processes are exhausted in order to avoid being required to make condonation applications for late referrals.

Workplace discipline

If an employee is alleged to have committed an act of misconduct, such allegations are subjected for investigations to establish the veracity of the allegation and if sufficient evidence is established, such an employee will be charged with misconduct. The Presiding Officer and the Initiator will be appointed to handle the case. Once finalised, the Presiding Officer will present the disciplinary hearing report for further processing and a final decision by the HOD. The outcome of the disciplinary process may be appealed through the MEC and the MEC will adjudicate on the appeal and issue the appeal outcome, and this will mark the end of internal processes. The affected employee has recourse to approach the bargaining council with jurisdiction to lodge a dispute. The policy on informal disciplinary process was signed in 2022 and this policy delegated cases of a less serious nature to all supervisors in the department to handle and to make a determination on the action to be taken against those whose conduct is inconsistent with the provisions of the policy. All employees should familiarise themselves with this policy and any other applicable policy relating to the expected conduct.

Collective bargaining and negotiations

We play a critical role in co-ordinating important information for purposes of information sharing, consultation and negotiations in the bargaining councils; the ELRC and the provincial chamber of the Public Service Co-ordinating Bargaining Council (CCPLP). Consultations range from management plans on Post Provisioning Norms for educators to draft policies. Employees are expected to make inputs on draft policies as part of the consultation process. Collective agreements are negotiated in the bargaining councils and employees are expected to make inputs during the process of mandate seeking by parties to the councils.