

WESTERN CAPE PROVINCIAL LEGISLATURE

FRIDAY, 21 FEBRUARY 2025

QUESTION FOR WRITTEN REPLY

26. Mr M K Sayed to ask Mr D J Maynier, Minister of Education:

- (1) What is the (a) number and (b) detailed breakdown of all the administrative employees of the Western Cape Education Department (WCED), including their (i) race, (ii) qualifications, (iii) positions occupied, (iv) level of experience and (v) salary scales;
- (2) what is the (a) number and (b) detailed breakdown of all the educators employed by the WCED, including their (i) race, (ii) schools where they are employed, (iii) qualifications and (iv) level of experience?

Answer

26. My department has informed me of the following:

- (1) The following information pertains to Public Service Employees in the Western Cape on 10 February 2025, per salary level:

	Black		Black Total	Coloured		Coloured Total	Indian		Indian Total	White		White Total	Grand Total
Salary Level	Female	Male		Female	Male		Female	Male		Female	Male		
2	384	477	861	1320	1344	2664				23	19	42	3567
3	15	22	37	95	81	176				3	1	4	217
4	69	211	280	368	777	1145				59	74	133	1558
5	327	115	442	913	223	1136	7		7	204	13	217	1802
6	223	45	268	495	74	569	2		2	94	5	99	938
7	74	27	101	148	53	201	1		1	13	5	18	321
8	77	51	128	129	87	216	1	1	2	14	6	20	366
9	25	13	38	64	34	98	1	1	2	13		13	151
10	4	2	6	11	4	15				1	2	3	24
11	7	3	10	22	24	46		1	1	7	6	13	70
12		2	2	4	7	11	1	1	2		2	2	17
13	2	1	3	11	7	18	1	2	3	3	5	8	32
14				2	2	4					1	1	5
15					4	4							4
16					1	1							1
Grand Total	1207	969	2176	3582	2722	6304	14	6	20	434	139	573	9073

Salary levels and Years of Experience

Public servant years of experience						
Salary Level	40 years and above	30 years and more	20 years and more	10 years and more	Less than 10 years	Grand Total
2			23	903	2641	3567
3	8	107	76	13	13	217
4	6	82	65	568	837	1558
5	6	43	5	253	1495	1802
6	25	151	139	507	116	938
7	1	19	28	117	156	321
8	7	34	27	139	159	366
9	2	16	16	74	43	151
10		2	8	8	6	24
11	2	15	8	19	26	70
12	1	7	4	2	3	17
13	1	13	2	8	8	32
14		3		2		5
15		1	2		1	4
16		1				1
Grand Total	59	494	403	2613	5504	9073

Entry level qualification requirements for the various salary levels:

Salary Level	Entry Level Qualification	Compliance
SL 2 – 7	NQF10 (Matric)	Full compliance
SL8	NQF6/7 (Diploma/Degree)	Full compliance
SL9/10	NQF 6/7 (Diploma/Degree)	Full compliance
SL11/12	NQF 6/7 (Diploma/Degree)	Full compliance
SL13 – SL14	NQF7 Degree	Full Compliance
SL15 – SL16	NQF 8 Honours Degree	Full Compliance

- (2) The following information pertains to Educators in the Western Cape on 10 February 2025, per post level:

	African		African Total	Coloured		Coloured Total	Indian		Indian Total	White		White Total	Grand Total
Salary Level	Female	Male		Female	Male		Female	Male		Female	Male		
1	5 662	1983	7645	11538	3439	14977	88	18	106	3993	773	4766	27494
2	601	229	830	1180	630	1810	14	3	17	555	212	767	3424
3	225	124	349	452	417	869	7	5	12	194	147	341	1571
4	80	120	200	260	466	726	6	2	8	105	163	268	1202
5	10	7	17	39	45	84		2	2	22	6	28	131
6	6	11	17	28	39	67	7	1	8	17	6	23	115
Grand Total	6 584	2 474	9 058	13 497	5 036	18 533	122	31	153	4 886	1 307	6 193	33 937

Post levels and Years of Experience:

Salary Level	40 years and above	30 years and more	20 years and more	10 years and more	Less than 10 years	Grand Total
1	47	1131	1634	5436	19246	27494
2	42	627	775	1217	763	3424
3	32	426	389	471	253	1571
4	28	455	308	271	140	1202
5	10	46	17	40	18	131
6	6	40	25	25	19	115
Grand Total	165	2725	3148	7460	20439	33937

Qualification levels of Educators:

POST LEVEL	REQV 10	RQV11	RQV12	RQV13	RQV14	RQV15	RQV16	RQV17	Grand Total
	*Under Qualified Educators			Qualified Educators					
1	95	15	75	1 858	22 788	23 01	329	33	27 494
2				243	2297	722	149	13	3 424
3				66	851	464	171	19	1 571
4				54	482	454	190	22	1 202
5				6	48	51	23	3	131
6				4	32	35	37	7	115
Grand Total	95	15	75	2 231	26 498	4 027	899	97	33 937

* Educators with REQV 10-12 include legacy cases, including educators offering vocational/technical subject teaching as technical/special schools including music/art centres.

(REQV = Recognised Education Qualification Value is a qualifications categorisation used within the Education Sector as opposed to the NQF qualification framework. REQV 13/14 is in line with a 3 and 4-year post-matric qualification.)

All schools in the Western Cape have teachers. The full list of WCED schools is available on the WCED website.

MINISTER OF EDUCATION

DATE: 7 MARCH 2025