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Circular: 0012/2022  
Expiry date: 30 September 2022

To: Deputy Directors-General, Chief Directors, Directors (Head Office and district offices), Deputy Directors (Head Office and district offices), Circuit Managers, Principals and Governing Bodies

Short summary: *Presidential Youth Employment Initiative – Phase III.*

**Subject: Implementation of Phase III of the Presidential Employment Initiative Project (PYEI)**

1. Circular 0064/2021, dated 13 October 2021, for the commencement of Phase II of the PYEI in the basic education sector refers.
2. Your contribution in providing the youth with opportunities to gain valuable workplace experience is appreciated. The feedback which was received on how the youth is contributing towards education outcomes in schools and how they experience the opportunities afforded to them, is overwhelmingly positive.
3. Owing to the positive feedback with regards to the impact and experience of the youth during Phase II of the PYEI, the Presidency, supported by National Treasury, announced that Phase III of the programme in the basic education sector will commence on 01 April 2022 and end on 30 September 2022. There will be 21 000 opportunities for the youth to take up assistant positions in schools across the province who were part of Phase II as well as those schools who indicated to become part of Phase III.
4. Phase II will end on 31 March 2022 as stated in paragraph 9 of the aforementioned circular. A new contract must be offered to the assistants for the Phase III contract period: 01 April 2022 to 30 September 2022. The same records relating to contracts and supporting documents as communicated for Phase II must be kept at schools for Phase III.

5. Schools must note that although a new contract will be offered to all assistants who are currently employed in Phase II, the following proviso is placed on the new contract offered:
  - 5.1 Schools should be in possession of a police clearance certificate for all assistants employed. If evidence of a police clearance certificate cannot be provided by 31 March 2022, then the assistant cannot benefit from a new contract starting on 01 April 2022.
  - 5.2 Secondly, schools may only terminate contracts if there is evidential proof that an assistant does not want to continue with the new PYEI III opportunity.
  - 5.3 Contracts cannot be refused based on performance issues if due process was not followed by the school to manage and address these issues. Evidence of the process will protect schools from possible protracted Commission of Conciliation, Mediation and Arbitration processes if contracts are not renewed.
6. Assistants will remain in their respective categories of appointment until the end of September 2022. Schools will also be issued with letters reflecting assistant opportunities allocated to the school for Phase III.
7. Please note that continued record keeping relating to contracts, supporting documents, attendance, performance, and finance-related evidence is of critical importance as the project remains subject to audit processes.
8. The purpose of the PYEI is for assistants to gain valuable workplace experience as well as critical competencies that would improve the assistants' ability to access opportunities in the economy, post their employment contract.
9. I trust that the roll out of Phase III of the PYEI will go a long way in addressing some of the most pressing challenges in the education sector and in affording valuable workplace experiences for assistants.

**SIGNED:** B WALTERS

**HEAD: EDUCATION**

**DATE:** 2022-03-18