

**THE MANAGEMENT OF EDUCATOR REDEPLOYMENT IN LIMPOPO
PROVINCE**

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THE MANAGEMENT OF EDUCATOR REDEPLOYMENT IN LIMPOPO
PROVINCE

by

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I declare that **THE MANAGEMENT OF EDUCATOR REDEPLOYMENT IN LIMPOPO PROVINCE** is my own work and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references.

(MRS N NEMUTANDANI)

SUMMARY

In 1997 a policy of rationalization and educator redeployment was adopted in South Africa to ensure funding equity among the provinces. This research investigates policy implementation with particular reference to the Limpopo Province. A literature review provided an overview of the policy including the determination of excess educators and the establishment of bodies to facilitate redeployment. Problems of implementation and the role of the school principal in this process are discussed. An empirical investigation using a qualitative approach explored the experiences of key stakeholders affected by educator redeployment: a government official, principals, educators who were transferred and educators awaiting redeployment. Participants were selected by judgement sampling and data gathered interviews. Findings illustrated the key role of the Department of Education, the educators' unions and principals; the effect on teachers' motivation; educator stress and the impact on receiving and sending schools. Based on the findings recommendations for practice are made.

KEY TERMS

Redeployment of educators

Management

Educator

Limpopo Province

Principals

Qualitative research

Focus group interview

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DEDICATION

This work is dedicated to the following:

My late father, Phineas Mmbofheni Mamphodo.

My husband:

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My children:

Mulweli, Andani, Tshilidzi.