

# IN-SERVICE TRAINING OF TEACHERS

2012/13

## BACKGROUND

To enhance the quality of teaching, the national **Department of Basic Education (DBE)** developed a plan for the in-service training of teachers (INSET). The goal is to deepen their subject expertise as well as their pedagogical knowledge.

## INSTITUTIONAL CONTEXT

- Provincial departments are responsible for managing provincial teacher development institutes, district teacher development centres and professional learning communities.

## EXPENDITURE ANALYSIS

IN 2012/13 THE DBE AND PROVINCIAL DEPARTMENTS SPENT ABOUT **R641 MILLION** OF A BUDGET **R869 MILLION** OF FOR HUMAN RESOURCE DEVELOPMENT ON PROGRAMMES THAT WILL BE COVERED BY INSET

EACH DEPARTMENT MUST ALLOCATE **1%** OF ITS BUDGETED COST OF EMPLOYMENT TO HUMAN RESOURCE DEVELOPMENT

IN 2012/13 ALL THE PROVINCIAL DEPARTMENTS, EXCEPT THE WESTERN CAPE, SPENT MUCH LESS THAN **1%** OF THEIR COST OF EMPLOYMENT ON THE THREE SUB-PROGRAMMES ON HUMAN RESOURCE DEVELOPMENT

**R641 MILLION** SPENT ON HUMAN RESOURCE DEVELOPMENT IN THAT YEAR WOULD HAVE BEEN SUFFICIENT TO PROVIDE INSET TRAINING TO ABOUT **29 000 EDUCATORS** OR **6.7%** OF THE TOTAL TEACHER POPULATION OF **OVER 425 000**

## CO\$TING MODEL

THE POLICY SCENARIO IS BASED ON THE ASSUMPTION THAT ALL TEACHERS WILL PARTICIPATE. THE OVERALL DIRECT COST TO THE NATIONAL AND PROVINCIAL GOVERNMENT WOULD BE

**R12.3 BILLION PER YEAR** OF WHICH **R168 BILLION**

WOULD BE INCURRED BY THE DBE AND THE REST BY THE PROVINCIAL DEPARTMENTS. A FURTHER **R6.7 BILLION** WOULD BE REQUIRED FOR CAPITAL INFRASTRUCTURE – MAINLY TRAINING FACILITIES

The pragmatic scenario explores how the policy purpose of INSET might be achieved more cost-effectively, and assumes that INSET is likely to develop over time. Cost is estimated to require **R2.3 billion** per year, with associated infrastructure costs of **R804 million**.

EXPENDITURE AT THE LEVEL OF THE POLICY SCENARIO IS LIKELY TO BE **UNAFFORDABLE** GIVEN FISCAL CONSTRAINTS

## FINDINGS

- The INSET policy proposals are extensive and implementing the full proposal would require additional expenditure of **R12.2 billion** per year, as well as **R6.7 billion** for once-off infrastructure costs
- The PER costed the INSET plan at provincial and district level, and proposed potential savings of **R10 billion** through targeted training approaches
- These include reducing the volume and duration of training and extending implementation times to reach **90%** of all teachers over a three-year period instead of in a single year