



FOR PSA MEMBERS: KWAZULU-NATAL DEPARTMENT OF EDUCATION (KZN DOE)

11-05-2026

Update: KZN DOE Consultation - Early Retirement Program

Owing to numerous enquiries received from members, the PSA attended the KZN DOE Consultative Meeting for Early Retirement on 28 April 2026. The purpose of the meeting was to consult organised labour on departmental plans to implement the second phase of the Incentivised Early Retirement Program (IERP). The employer informed organised labour that phase one of the Early Retirement Program without penalties was not implemented by the Department as it did not have funds to pay employees, e.g., *pro-rata* bonuses, capped leave, and annual leave.

DPSA Circular No 16 of 2026

DPSA Circular No 16 of 2026, signed on 31 March 2026, indicated that the second phase of the IERP and Voluntary Exit Programme will run from 1 April 2026 to 3 June 2026. The programme provides for:

- An additional financial incentive for employees aged 55 to 59 years calculated at two weeks of basic salary per year for the first 20 years of pensionable service, and one week's financial incentive for each completed year of pensionable service, thereafter, and
- Financial incentive for employees aged 60 to 63 years calculated at two weeks of basic salary per year for the first ten years of pensionable service, and one week's financial incentive for each completed year of pensionable service thereafter.

Eligible employees

Eligible employees must be at the appropriate age at both application stage and at their proposed retirement age. The proposed date of exit cannot be a date prior to 31 August 2026 and no later than 31 January 2027. The costs incurred by waiving pension penalties as well as costs associated with the financial incentive are funded by National Treasury. Items that are to be funded by the Department from within its baseline budget are *pro-rata* service bonus pay, balance of capped leave, unused current annual leave, and resettlement costs, where necessary. It further stated that the determination is explicit that approval will not be automatic, as each application must be considered on its own merit as well as contextual factors considered by each Executive Authority based on availability of funding. The employer added that the implementation of these measures must not be detrimental to service delivery access improvement that meets the needs and expectations of citizens.

Draft circular awaiting approval

The employer indicated that it has drafted HRM Circular No 14 of 2026 and is awaiting HOD approval before circulating to employees and organised labour and urged employees to wait for the said Circular to be issued before submitting applications. The employer further confirmed that it has set aside a budget for implementation of phase two IERP and VEP Programmes. Eligible employees who wish to apply for IERP or VEP (including employees who applied in phase one and are still eligible) must complete the two annexures and submit, via the normal channels, to reach the HR Component of the respective Districts/Head Office by no later than **30 June 2026**.

Employees who would like to join the PSA, can reach Organising/Marketing Officers: Zweli Msane on 082 880 8944 / Zweli.Msane@psa.co.za and Nkosephayo Zulu on 082 880 8994 / Nkosephayo.Zulu@psa.co.za.

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