

Perceptions of Teachers in South Africa Regarding Retirement in Gauteng Schools in Tshwane North District

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Abstract : In this study, the focus is on the exploration and description of the teachers' perceptions regarding retirement in Gauteng school in Tshwane North districts. From the individual and group interviews, the findings are leading to suggestions that a more comprehensive program for preparing teachers for retirement is highly necessary. All the participants were aware of their retirement age of 60 years as stipulated in the department of education internal memorandum No: 05 of 2021, which states that the compulsory retirement age in the public service is 60 years. It further states that the age restriction is in accordance with Chapter 4 of the Public Service Act, 1994 and Chapter 4 of the Employment of Educators Act, 1998, as amended. It was found out that there are some anxieties and fears as the majority seemed not ready and maybe not prepared enough for the retirement. Recommendations for a pre-retirement programme aimed at timeous preparation, which may include psychological, financial, and ability to keep functioning post retirement, will be proposed to the department of education in Gauteng and for the Tshwane North district as the pilot site on approval.

Keywords : teachers, pre-retirement, preparedness, gauteng schools

Conference Title : ICEBS 2022 : International Conference on Education and Behavioral Sciences

Conference Location : Rome, Italy

Conference Dates : October 13-14, 2022