

MINISTERIAL STATEMENT

UPDATE ON RECRUITMENT OF 30,000 TEACHERS

Mr Speaker, thank you for giving me this opportunity to deliver a ministerial statement on the recruitment of 30,000 teachers.

Sir, as you may be aware, the vision of the Ministry of Education is to provide accessible, inclusive, quality and lifelong education relevant to the needs of an individual, the nation and the world at large. This implies that it is the responsibility of the Government and other stakeholders to provide education and ensure that it is accessible to all, and not leaving anyone behind. This can be achieved by taking into account or consideration many factors that include availability of teachers in schools.

Mr Speaker, the hon. Members of Parliament may recall that the on-going recruitment of teachers arose from the pronouncement made by His Excellency the President of the Republic of Zambia, Mr Hakainde Hichilema, during the ceremonial opening of the First Session of the Thirteenth National Assembly. It is also in line with the United Party for National Development (UPND) Manifesto.

Mr Speaker, following the pronouncement by His Excellency on teacher recruitment, the Ministry of Education, together with its stakeholders, immediately commenced the process to ensure that teachers were recruited and deployed across the country, accordingly. This kind of commitment shows how the New Dawn Government attaches great importance to education and, in particular, the provision of quality education. Today, I am delighted to stand and update the House and the nation at large on the teacher recruitment exercise by taking stock of what has been done, so far, and the way forward.

Sir, in order to make the whole exercise of teacher recruitment possible, the New Dawn Administration allocated an amount of K1,994,817,600 in the 2022 National Budget. The allocation of such an amount in the National Budget towards the recruitment of teachers has gone a long way in making it possible for the ministry to undertake the exercise, which will

improve the teacher-pupil ratio and, ultimately, enhance the quality of education. Hon. Members of this august House may be aware that the average teacher-pupil ratio stands at 1:58 for primary schools and 1:38 for secondary schools, against the required standard teacher-pupil ratio of 1:45 and 1:35 at primary and secondary school levels, respectively.

Mr Speaker, I am pleased to inform the House that 116 human resource management committees were established in all districts in the country. The committees were mandated to recruit the teachers in the respective districts under the decentralised model, and they comprised the following:

- (a) Management Development Division, Cabinet Office;
- (b) Public Service Management Division;
- (c) Ministry of Finance and National Planning;
- (d) Teaching Service Commission;
- (e) Teacher Unions;
- (f) Teaching Council of Zambia;
- (g) Zambia Qualifications Authority;
- (h) Examinations Council of Zambia;
- (i) Higher Education Authority; and
- (j) Ministry of Education.

Mr Speaker, you may recall that in my earlier ministerial statement, read on the Floor of this House, on the recruitment of the 30,000 teachers, I clearly stated that written letters to the District Commissioners (DCs) to play an oversight role of monitoring the entire process from the

beginning to the end at district level had been dispatched. I am glad to report that when the teaching service commissioners went around, countrywide, to monitor the recruitment exercise, all the DCs confirmed their participation in the recruitment exercise accordingly.

To further enhance the accountability, credibility and transparency of the process, the following institutions were engaged in the recruitment exercise:

- (a) Anti-Corruption Commission (ACC);
- (b) Office of the President (Special Division);
- (c) Drug Enforcement Commission (DEC);
- (d) Smart Zambia Institute (SZI);
- (e) Ministry of Labour and Social Security;
- (f) Zambia Postal Services Corporation (ZAMPOST); and Zambia Police Service.

Mr Speaker, the committees in all the 116 districts received completed student-teacher application forms from applicants, through the Zambia Postal Services Corporation (ZAMPOST). The total number of applications received was 100,877 against the 30,000 to be recruited, broken down per province as follows:

<i>Province</i>	<i>No. of Districts</i>	<i>Allocated number to be Recruited</i>	<i>Applications Received</i>
Northern	12	3,740	9,998
Luapula	12	2,073	7,564
Southern	15	3,313	12,706
Eastern	15	4,187	12,548
Copperbelt	10	2,693	14,114

North-Western	11	3,583	7,986
Central	11	4,150	17,513
Western	16	3,600	7,153
Lusaka	6	740	5,318
Muchinga	8	1,921	5,977
<i>Total</i>	116	30,000	100,877

Mr Speaker, the allocated number of teachers to be recruited per province was arrived at through the data collection exercise that was obtained from the 116 districts, which established the staffing needs of each school across the breadth of this country.

Mr Speaker, let me hasten to state that the district human resource management committees screened, shortlisted and selected suitable candidates according to the needs of the districts and submitted the list to the Provincial Human Resource Management Committees for validation and consolidation. The Provincial Human Resource Management Committees, in turn, submitted to the Teaching Service Commission (TSC) for the technical committee at national level to, subsequently, undertake the national consolidation and verification. Currently, the technical committee is sitting to conduct the quality assurance and national consolidation of the 30,000 teachers, after which the names of the selected teachers will be published in both print and electronic media.

Mr Speaker, may I now conclude by stating that providing quality, lifelong, accessible, equitable and relevant education for all is at the heart of the New Dawn Government. This is the reason my Government decided to recruit 30,000 teachers at once. The House will agree with me that education is an equaliser and hence, the need to provide quality and equitable education. As such, the recruitment of 30,000 teachers will invaluablely create opportunities for all citizens of this country.

I thank you, Mr Speaker.