

MINISTRY OF EDUCATION AND TRAINING EXTERNAL CIRCULAR NOTICE NO. 11  
Of 2017

P.O. BOX 47  
MASERU 100  
17<sup>th</sup> July 2017

REF. NO. ED/D/1/1

TO: Chairpersons of School Boards  
ALL SCHOOL PRINCIPALS- (Primary and Post Primary Schools)

Cc: PS Finance  
Accountant General  
PS Public Service  
Secretary - TSC  
Chief Education Officer- Secondary  
Chief Education Officer – Curriculum  
Chief Education Officer – Tertiary  
Director – TVD  
Director – Education Planning  
Directors TSD  
Regional Inspector - South  
Regional Inspector – Central  
Regional Inspector - North  
Supervisor Government Controlled Schools  
Educational Secretaries (Church Schools)  
Teachers` Formation/Associations  
Senior Education Officers (all districts)  
Human Resource Officers (all districts)  
Director – Human Resource

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RE: TEACHERS` NORMALISATION FOLLOWING ACQUISITION OF TEACHING  
QUALIFICATIONS

Please be advised that following the publication of the Teaching Service ( Amendment ) Regulations 2016 of the Teaching Service Regulations 2002 from June 2016, qualified teachers will no longer be promoted based on qualification alone but the normal competitive recruitment process shall be followed for purposes of promotions only when there is a vacancy. However, salaries of serving unqualified teachers who attained teaching qualifications will continue to be normalised.

Please also note that in the 2009 Salary and Career Structure the Ministry had granted unqualified teachers five years to acquire teaching qualifications or to exit from the Teaching Service in March 2014 if devoid of teaching qualifications. However, on the said date, those unqualified teachers who failed to obtain teaching qualifications were not released from the Teaching Service as intended. In the light of the above, kindly take notice that, the period to acquire teaching qualification has been extended for

another five years from March 2014 to December 2019. In essence, all unqualified teachers will exit the Teaching Service thereafter. However, those who shall be pursuing teaching qualifications shall be exempted until they have acquired them within the minimum learning years of study for the qualification; but the Ministry shall grant such exemption upon production of proof of registration with Teacher Training Institutions, provided such teachers appear in the training plan.

Yours sincerely,



**M. KOLOTSANE (MRS)**  
**PS - EDUCATION AND TRAINING**



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## LEGAL NOTICE NO. 76 OF 2016

## Teaching Service (Amendment) Regulations, 2016

Pursuant to section 68 of the Education Act, 2010<sup>1</sup>, I,

**MAHALI PHAMOTSE**

Minister responsible for education and training, make the following regulations:

**Citation and commencement**

1. These regulations may be cited as the Teaching Service (Amendment) Regulations, 2016 and shall come into operation on the date of publication in the Gazette.

**Effective date for validity of educational qualifications**

2. Regulations 6 of the Teaching Service (Amendment) Regulations, 2002<sup>2</sup>, is amended -

“(a) In sub-regulation (1) line three by deleting the following:

“; and any queries arising therefrom shall be referred to the Joint Reference Committee”;

(b) by deleting sub-regulation (2);

(c) in sub-regulation (5), line two, by deleting the following:

“for salary purposes”; and

(d) by deleting sub-regulation (6).”.

DATED:

**DR. MAHALI PHAMOTSE**  
**MINISTER OF EDUCATION AND TRAINING**