



MARCH AND MARCH REGION-A

Date: 27 July 2026

TO:

The Gauteng Department of Education
South African Council for Educators (SACE)
Department of Home Affairs – Immigration Services
South African Police Service (SAPS)
The Principal and School Governing Body
Midrand High School

**SUBJECT: FORMAL REQUEST FOR URGENT INVESTIGATION AND
VERIFICATION OF THE LEGAL STATUS, QUALIFICATIONS AND SACE
REGISTRATION OF EDUCATORS EMPLOYED AT MIDRAND HIGH SCHOOL**

Dear Sir/Madam,

March and March Region-A hereby formally requests the urgent intervention and assistance of the relevant authorities regarding serious concerns and reports relating to the employment and professional status of teachers currently serving at Midrand High School.

We have received reports alleging that approximately 22 foreign nationals are employed as teachers at Midrand High School, with further allegations that some of these individuals may not be registered with the South African Council for Educators (SACE) and may not be compliant with the applicable legal requirements governing the employment of foreign nationals in South Africa.

We emphasise that these matters must be independently verified through a proper investigation. We are therefore formally calling upon the Gauteng Department of Education, SACE, the Department of Home Affairs, Immigration Services and SAPS to urgently conduct a comprehensive verification process in respect of all educators whose legal, professional or registration status may be in question.

1. SACE REGISTRATION AND PROFESSIONAL COMPLIANCE



The South African Council for Educators' Code of Professional Ethics places important obligations upon educators and the education profession. In particular, the relevant provisions concerning the employment or utilisation of unqualified and/or unregistered persons to provide education to learners in formal educational institutions must be urgently examined in relation to the allegations concerning Midrand High School.

If any educator is found to be unqualified, improperly registered or otherwise non-compliant with the applicable professional requirements, such conduct must be referred to SACE for appropriate disciplinary action in accordance with its governing legislation, Code of Professional Ethics and applicable sanctioning policies.

SACE's disciplinary framework provides for sanctions which may include a fine and the removal of an educator's name from the register for a specified period or indefinitely, depending on the nature and seriousness of the proven contravention. The applicable sanction must therefore be determined by the competent disciplinary process after proper investigation and due process.

2. VERIFICATION OF IMMIGRATION AND WORK AUTHORISATION

We further request the Department of Home Affairs and Immigration Services to verify the immigration status, permits, visas and work authorisation of every foreign national allegedly employed at Midrand High School.

The Immigration Act 13 of 2002 regulates the admission, residence and departure of persons in the Republic, while the Employment Services Act 4 of 2014 provides for the employment of foreign nationals in a manner consistent with the Immigration Act. It is therefore essential that every foreign national employed at the school be verified to ensure that he or she is lawfully present in the Republic and legally authorised to perform the relevant employment.

We further request that the authorities verify whether the required recruitment, qualification, employment and immigration procedures were properly followed before any foreign national was appointed to a teaching position.

3. RESPONSIBILITY OF THE SCHOOL AND EDUCATION AUTHORITIES

March and March Region-A is deeply concerned that, if any of these allegations are substantiated, such non-compliance could reflect a serious failure of due diligence, governance and oversight.



School principals, governing structures and relevant officials entrusted with the administration of public education have a duty to ensure that educators appointed or permitted to teach learners comply with the applicable legal and professional requirements.

No school, principal, official or governing structure should knowingly permit an unqualified, unregistered or unlawfully employed person to provide education to learners. Where misconduct, negligence, fraud or any other unlawful conduct is proven, the responsible individuals must face appropriate disciplinary and/or criminal processes.

We further call upon the Gauteng Department of Education to investigate whether any officials or responsible persons failed to exercise proper oversight, knowingly permitted non-compliance, or neglected their legal and administrative responsibilities.

The Employment of Educators Act 76 of 1998 provides for disciplinary action in circumstances involving serious misconduct and other misconduct arising from breaches of applicable legislation or legal obligations. Section 17, as amended, provides for mandatory dismissal where an educator is found guilty of specified serious misconduct, while other alleged misconduct must be dealt with through the applicable disciplinary process.

Accordingly, should any allegation of fraud, corruption, deliberate concealment of unlawful conduct or other serious misconduct be proven, the appropriate authorities must take decisive disciplinary and criminal action in accordance with the law.

4. OUR FORMAL REQUESTS

March and March Region-A hereby formally requests that:

1. The Gauteng Department of Education urgently investigate the employment and appointment processes relating to the reported foreign educators at Midrand High School.
2. SACE verify the registration status, professional qualifications and compliance of every educator alleged to be teaching at the school.



3. The Department of Home Affairs and Immigration Services verify the immigration status, visas, permits and legal work authorisation of every foreign national employed at the school.
4. SAPS investigate any evidence of fraud, corruption, document fraud, unlawful employment or other criminal conduct that may arise from the investigation.
5. Midrand High School provide the relevant authorities with full cooperation and access to all information necessary to establish the facts, including employment records, qualifications, SACE registration details and immigration documentation, subject to applicable privacy and legal requirements.
6. The Gauteng Department of Education provide March and March Region-A with a written response confirming which authority will lead the investigation and what steps will be taken to verify the allegations.
7. Where wrongdoing is proven, all responsible persons must face appropriate disciplinary, administrative and/or criminal consequences without fear, favour or political interference.

5. CONCLUSION

March and March Region-A firmly believes that the rule of law must apply equally to all persons and institutions. No school, principal, official or public institution should be above the law.

Our concern is not directed at any individual merely because of nationality. Our concern is that every person teaching learners in South Africa must be properly qualified, professionally compliant, legally authorised to work and appointed through lawful processes.

The alleged presence of approximately 22 foreign teachers, some of whom are reportedly not SACE-compliant or registered, is a matter of sufficient seriousness to warrant urgent verification by the competent authorities.

We therefore call upon all relevant departments and institutions to fulfil their statutory and constitutional responsibilities and ensure that Midrand High School is fully compliant with the laws and professional standards of the Republic of South Africa. Lawlessness and non-compliance must not be tolerated, particularly within institutions responsible for educating and shaping the future of our children.



We await a formal written response and confirmation of the steps that will be taken.

Yours faithfully,

THABISO GERALD MEHLAPE

Coordinator: March and March Region-A

Contact number: 069 919 9125

Date: 27/07/2026

Signature: 

MPHO SHITLHAVANE

Convenor: March and March Region-A

Contact number: 071 290 1861

Date: 27 July 2026

Signature: _____

**MARCH
AND
MARCH
UNTIL WE WIN**