



Province of the  
**EASTERN CAPE**  
EDUCATION

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**HUMAN RESOURCE DEVELOPMENT:**

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**TO: DISTRICT DIRECTORS  
IQMS COORDINATORS  
HRD PMDS COORDINATORS**  
**CC CHIEF DIRECTOR – HRM AND D  
ACTING CHIEF DIRECTOR – EMPLOYEE RELATIONS  
ALL TEACHER UNIONS**

**FROM : ACTING DIRECTOR – HRD**

**SUBJECT: PROGRESS REPORT ON IQMS PERSAL CAPTURING FOR 2019-2020 IQMS  
PERFORMANCE CYCLE**

**DATE: 29 JULY 2020**

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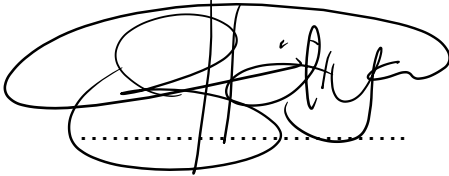
1. The Eastern Cape Department of Education is in a process of implementing Performance Incentives for all school-based educators and full time shop stewards for **2019** assessment cycle.
2. The Department of Education has in its post establishment **52 094** educators who are permanently appointed in various public schools.
3. During the **2019** performance cycle **HRD** received through IQMS **46 130** educators who were successfully assessed and captured on persal for payment of 1,5% pay progression.
4. The SCC has been registered and payment will be effected on the 05 August 2020.
5. The **5 964** educators that have not been processed are categorized as follows:  
**2 870** educators were appointed in **2019** financial year and **3 770** are not yet accounted for.

6. The following table details information for all Districts.

<b>DISTRICT</b>	<b>NUMBER OF EDUCATORS APPOINTED IN 2019</b>	<b>NUMBER OF EDUCATORS CAPTURED</b>	<b>NUMBER OF EDUCATORS NOT CAPTURED</b>	<b>Total</b>
<b>ALFRED NZO EAST</b>	115	2927	41	3038
<b>ALFRED NZO WEST</b>	209	3460	215	3884
<b>AMATHOLE EAST</b>	95	4216	218	4529
<b>AMATHOLE WEST</b>	148	2229	99	2476
<b>BUFFALO CITY MUNICIPALITY</b>	385	4877	223	5485
<b>CHRIS HANI EAST</b>	95	3195	143	3433
<b>CHRIS HANI WEST</b>	248	953	980	2181
<b>JOE GQABI</b>	144	5733	115	5992
<b>NELSON MANDELA BAY</b>	592	2602	396	3590
<b>O.R TAMBO COASTAL</b>	362	6453	631	7446
<b>O.R TAMBO INLAND</b>	206	5215	220	5641
<b>SARAH BAARTMAN</b>	271	1923	489	2683
<b>TOTAL</b>	<b>2870</b>	<b>46 130</b>	<b>3770</b>	<b>50 423</b>

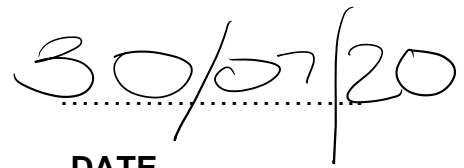
7. All Districts are requested to trace and account about all educators that have been captured. (see attached Annexure A for detailed list of all outstanding educators).
8. Should there be any other erroneous omissions, districts are required to indicate **within 7 days** of the receipt of this memo all enquiries are to be addressed to Spokazi Tshaka: [siphokazi.tshaka@ecdoe.gov.za](mailto:siphokazi.tshaka@ecdoe.gov.za) / 0732576712.
9. Social partners are also required to assist in this process so that the Department can achieve its intend purpose efficiently. This exercise is done to ensure that all performance incentives that are due to employees are paid on time.

Your truly

A handwritten signature in black ink, appearing to be 'L. SIDIYA', written over a horizontal dotted line. The signature is stylized and somewhat cursive.

**L. SIDIYA**

**ACTING HIRECTOR HRD**

A handwritten date '30/07/20' in black ink, written over a horizontal dotted line. The date is written in a simple, clear font.

**DATE**

