



**HUMAN RESOURCE DEVELOPMENT**

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**TO : HON MEC**  
**ALL DDG's**  
**ALL CHIEF DIRECTORS**  
**ALL CLUSTER CHIEF DIRECTOR**  
**ALL DIRECTORS**  
**ALL DISTRICT DIRECTORS**  
**ALL PRINCIPALS**  
**ALL EMPLOYEES**  
**ALL LABOUR UNIONS**

**FROM : HEAD OF DEPARTMENT**

**SUBJECT : STATUS REPORT IN THE IMPLEMENTATION OF PERFORMANCE INCENTIVES IN RESPECT OF IQMS AND PMDS FOR 2020/2021 PERFORMANCE CYCLE**

**DATE : 04 JULY 2021**

1. This memo serves to provide a status report to all Eastern Cape Department of Education employees in the implementation of the performance incentives to all qualifying employees who are appointed in terms of PSA and EEA.
2. The Department has finalised capturing and processing of all midyear and annual assessments as per in line management plans that were communicated to all employees.
3. The following table details status of the submission rate per job occupation.

<b>Job Classification</b>	<b>Complied and Captured</b>
<b>PMDS</b>	
Salary level 1 – 12	6516
<b>IQMS</b>	
School Based Educators	42 038
Office Based Educators	1109



4. The Department projected to implement all its performance incentives by the 31 July 2021 , however due to Developments that are emanating from the National salary negotiations the Departments has been mandated to put on hold all payments that are related to performance incentives.
5. The Department will wait for formal guidance and communication from DPISA and commits to implement as per National Directives.
6. As the Head of Department, I would like to acknowledge and appreciate commitment by all employees for ensuring that despite COVID-19 challenges they continued to work towards achieving departmental goals and objectives.
7. All employees are urged to continue to be patient, whilst we wait for guidance from DPISA.
8. Your continued co-operation is always appreciated.

**Yours in Quality Education**

DR. N. MBUDE  
HEAD OF DEPARTMENT