



OFFICE OF THE HEAD OF DEPARTMENT

Steve Vukile Tshwete Complex, Zone 6 Zwelitsha, 5608, Private Bag X0032, Bhisho, 5605 REPUBLIC OF SOUTH AFRICA:

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TO: DEPUTY DIRECTORS-GENERAL

: ALL CHIEF DIRECTORS

: DIRECTORS AT HEAD OFFICE

: DISTRICT DIRECTORS

: ALL EMPLOYEES OF THE EASTERN CAPE DEPARTMENT OF EDUCATION

: ALL LABOUR UNIONS

FROM: ACTING HEAD DEPARTMENT

SUBJECT: MANAGEMENT OF NEHAWU STRIKE

DATE: 13 MARCH 2023

1. The Internal Memorandum issued by Acting Chief Director ER&WS on the Management of Strike dated 07 March 2023 refers.
2. The contents of that Memorandum regarding the management of the strikes stand.
3. The department has noted with serious concern the reported cases of intimidation, assault, harassment of non-striking employees, damage to property and any other unlawful acts or conduct by the striking employees.
4. It must be noted that the Department of Education condemns any unlawful; behaviour by anyone, whatsoever during the strike action,



5. It is the view of the department that the strike is, in its very nature, supposed to be peaceful and be carried out with utmost respect of law by both participating and non-participating individuals.
6. It is against this background that the department has taken the decision to allow employees to work from home with immediate effect until further notice.
7. The department was forced to apply for a court interdict, which has since been granted, against all unlawful conduct during the strike.
8. Striking employees are therefore implored to observe the contents of the court interdict and refrain from unlawful conduct during the strike.
9. This decision is painfully taken to protect the rights of non-striking employees whilst ensuring that minimum service delivery goes on.
10. All acts of violence must be reported to the office of the Head of Department or of Director Collective Bargaining at sikhumbuzomanzi@ecdoe.gov.za
11. The department further extends a word of apology to all employees who were in a way abused by whoever and in whatever way at the workplace during the strike action.
12. Should you require any further information or assistance regarding the contents of this correspondence, do not hesitate to consult with office of the Head of Department.

M. Qwase
(Acting Head of Department)

13March2023
Date