



**TO:** HEAD OF DEPARTMENT  
CHIEF FINANCIAL OFFICER  
ALL DDG'S  
ALL CHIEF DIRECTORS  
ALL CLUSTER CHIEF DIRECTORS  
ALL DIRECTORS  
ALL DISTRICT DIRECTORS  
ALL CMC HEADS  
ALL CIRCUIT MANAGERS  
ALL CES HRD AND LABOUR  
ALL SCHOOL PRINCIPALS  
ALL OFFICE-BASED EDUCATORS  
ALL SCHOOL-BASED EDUCATORS  
ALL ECDOE EMPLOYEES

**FROM:** ACTING CHIEF DIRECTOR – HRM&D

**SUBJECT:** HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT  
PERFORMANCE SURVEY

**DATE:** 15 SEPTEMBER 2025

1. This memorandum serves to inform all Eastern Cape Department of Education (ECDOE) employees of the Human Resource Management and Development Performance Survey.
2. This survey is a vital component of the departments ongoing commitment to professional growth, organizational excellence, and open communication.
3. The goal is to gather your valuable feedback on Chief Directorates performance, management, and work environment to identify our strengths and areas for improvement.
4. The survey will be conducted online and is designed to be completed in approximately 5-10 minutes.



5. Your responses will be completely anonymous and confidential.
6. The data will be aggregated for analysis, and no individual responses will be shared with management.
7. Survey Link: <https://forms.office.com/r/zmujHui76P>  
Start Date: 15 September 2025  
Deadline for Completion: 26 September 2025
8. This is your opportunity to Share your perspective on what is working well, provide input on challenges and suggest solutions as well help shape the departments policies, culture, and priorities.
9. Management is fully committed to reviewing the results and developing actionable plans based on your feedback.
10. Your honest and constructive feedback is essential to Human Resource Management and Development

**Yours in quality education**

**L. SIDIYA**  
**ACTING CHIEF DIRECTOR – HRM&D**