

CE OF THE CHIEF DIRECTOR: HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT fapha la Thuto . Steve Vukile Tshwete Complex, Zone 6 Zwelitsha, 5608, Private Bag X0032, Bhisho, 5605 REPUBLIC OF SOUTH AFRICA

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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 SEPTEMER 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.







Iphondo leMpuma Kapa; Isebe leMfundo
Provinsie van die Oos Kaap; Department van Onderwys
Porafensie Ya Kapa Botizhahela; Lefanha la Thuto

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



