OFFICE OF THE HEAD OF DEPARTMENT – EDUCATION
Steve Vukile Tshwete Complex, Zone 6 Zwelitsha, 5608, Private Bag X0032, Bhisho, 5605 REPUBLIC OF SOUTH AFRICA:
Enquiries:**Mr Makina Tel: 040 608 4345. Email:** thando.makina@ecdoe.gov.za **Website:** www.eceducation.gov.za

TO : **ALL DEPUTY DIRECTOR GENERALS**
ALL SENIOR MANAGERS SERVICES MANAGERS
ALL DEPARTMENTAL EMPLOYEES
ALL LABOUR UNIONS (NEHAWU: PSA: SADTU: NAPTOS

FROM : **HEAD OF DEPARTMENT**

DATE : **02 SEPTEMBER 2026**

SUBJECT : **UNPROTECTED INDUSTRIAL ACTIONS; UNLAWFUL DISRUPTION OF DEPARTMENTAL OPERATIONS AND HARASSMENT OF EMPLOYEES**

1. The Eastern Cape Departemnt of Education notes with concern the tendency by some employees and unions to embark on industrial actions that are contrary to the provisions of the law whenever they feel aggrieved. Strikes are clearly regulated in certain sections of the Labour Relations Act, 66 of 1995 and any deviations cannot be tolerated because they undermine the very existence and objectives of the LRA.
2. Some Bargaining Councils have also signed Collective Agreements to further reinforce what the Act provides.
3. The department recognises and respects the constitutional and statutory rights of employees to raise workplace concerns, participate in lawful industrial actions and engage in protected strike action in accordance with the Labour Relations Act, 66 of 1995 and Collective Agreements.
4. These rights must, however, be exercised responsibly and within the applicable legal framework.

5. The exercise of labour rights must not infringe upon the rights, dignity and safety of other employees, including those who choose not to participate in a protest, demonstration or strike.
6. No employee may be intimidated, threatened, harassed, prevented from reporting for duty or obstructed from carrying out their official responsibilities. These acts are unlawfull and may result in sterner actions taken which may result in dismissals, civil and criminal actions
7. The department like any other employer is bound by existing labour laws,policies and Collective Agreements regulating the employer employee relations. Over and above there are clearly defined dispute resolution procedures in cases of uncertainty and unfair labour practice.
8. The department encourages employees and their unions to take the advantage of exhausting the existing dispute resolutions mechanisms provided including engagements like bilaterals.
9. The department is fully aware that for labour peace to prevail the department together with its employees and unions have responsibilities. The department has the responsibility to implement and comply with legislation, policies and Collective Agreements that regulate the employer- employee relationship.
10. Important at all times is for this relationship to be nurtured within the confines of the law by both the department, its employees and unions.
11. Any conduct that fails to observe the legal framework that informs the way the relationship has to be managed and nurtured must be condemned in the strongest terms possible.
12. The department remains committed to constructive engagement and to resolving workplace concerns through dialogue and established labour-relations mechanisms.
13. Employees are accordingly requested to raise their concerns through the appropriate channels and to cooperate with management.
14. The department appeals to all employees to exercise restraint, respect the rights of colleagues and ensure that services are not unlawfully disrupted.

15. Maintaining a safe, respectful and functional working environment is a shared responsibility.
16. From this point going forward the department will take the appropriate action against unprotected strikes and unlawful industrial action by employees or unions.
17. Our responsibility is to honour our commitments to be true public servants with a clear conscience to uphold the Constitution of South Africa.
18. Officials of the department must comply with the law without fail whilst employees must use the provided for dispute resolution mechanosms to raise their grievances and concerns.
19. Anarchy from both the side of the department and its employees is not an option

Yours in Quality Education

MRS. S MAASDORP
HEAD OF DEPARTMENT

02/10/2026

DATE

Province of the
EASTERN CAPE
EDUCATION

Iphondo leMpuma Kapa: Isebe leMfundo
Provinsie van die Oos Kaap: Departement van Onderwys
Porofensie Ya Kapa Botjhabela: Lefapha la Thuto

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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30 September 2026

Mr M.H Harmse
Acting DDG: IOM
Department of Education
Zwelitsha
Via email: marius.harmse@ecdoe.gov.za

Dear Mr Harmse,

RE: APPOINTMENT AS ACTING HEAD OF DEPARTMENT FROM THE 01 – 02 OCTOBER 2026

In terms of section 32 of the Public Service Act, 1994 (as amended), you are hereby directed to perform the function/duties and responsibilities assigned to the post of Head of Department from the 01 – 02 October 2026. This assignment is additional to your current post of Acting DDG: IOM.

In the performance of the assigned duties, please be mindful of all the appropriate legislation, prescripts, control measures and delegations that are applicable.

Kindly report on any decisions you have executed in terms of this delegated authority.

Please note that unless specifically authorised, you may not sub-delegate/assign any decision-making authority assigned to you.

Thank you for your ongoing support, cooperation, and the positive attitude you portray in the management of your responsibilities and functions.

Yours faithfully,

Ms. S. Maasdorp
Head of Department: ECDOE