



Province of the  
**EASTERN CAPE**  
EDUCATION

**OFFICE OF THE SUPERINTENDENT-GENERAL**

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**MEMORANDUM**

**TO : DEPUTY DIRECTORS-GENERAL  
CHIEF DIRECTORS  
DIRECTORS  
ALL SCHOOL PRINCIPALS  
ALL SCHOOL-BASED EDUCATORS**

**CC : ALL HRA&P UNITS AT HEAD OFFICE AND DISTRICT OFFICES  
PROVINCIAL SECRETARIES: LABOUR UNIONS**

**FROM : ACTING SUPERINTENDENT-GENERAL**

**DATE : 15 NOVEMBER 2016**

**IQMS NOTCH PROGRESSION WITH EFFECT FROM 1 JULY 2016**

1. Please be informed that it was brought to my attention that all School-based Educators who qualify for notch progression in the 2015 IQMS review period, i.e. Educators –
  - 1.1 that were in employment for the full duration of performance cycle namely 1 January 2015 – 31 December 2015;
  - 1.2 whose IQMS evaluation scores were captured on PERSAL;
  - 1.3 who qualify for the payment of IQMS notch progression benefits; and
  - 1.4 who were not on probation during the performance cycle,will be paid their notch progression benefits retrospectively with effect from 1 July 2016 during a supplementary PERSAL scheduled for tomorrow evening (16 November 2016).
2. Please also note that –
  - 2.1 the nett payment amount will reflect in bank accounts on Monday 21 November 2016; and
  - 2.2 a reconciliation will be done after the payment process to address and correct the position of Educators whose evaluation scores have been captured late on PERSAL.

I also wish to extend a word of appreciation to all our Educators “going the extra mile” to ensure successful educational outcomes for our learners,

**SN NETSHILAPHALA**  
**ACTING SUPER-INTENDENT GENERAL**

15 November 2016



*Ikamva eliqaqambileyo!*